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SLA
TRIENNIAL
SALARY SURVEY
1989

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SLA SALARY SURVEY SCOPE AND PURPOSE:

THE 1988 SALARY SURVEY is the 8th triennial salary survey of SLA members to be conducted by the Special Libraries Association. Surveys prior to 1982 have been published in *Special Libraries*. Since 1982, the triennial salary surveys have been separate publications. The objectives of the surveys are:

- To obtain systematic accurate information about the salaries of special librarians and information personnel;

- To establish a data bank from which inquiries about salaries can be answered for members of the Special Libraries Association, for persons engaged in personnel and recruitment activities, and for persons planning special library careers;

- To enable SLA members to assess their own salaries in view of the numerous variables.

The Association's salary surveys have been on a triennial schedule since 1967. The first salary survey was conducted in 1959; however, no surveys were taken during the years 1960-1966.

In recent years it has been apparent that annual updates to the triennial salary surveys would be necessary to keep pace with rapidly changing economic conditions. In 1980 and 1981 the first two annual updates were made. The updates sample 25% of the membership using an abbreviated survey instrument. Annual updates have continued to be compiled in the years between each triennial survey. The results of the annual updates are published in the corresponding Fall issue of *Special Libraries*.

Respondents who reported that they were unemployed on April 1, 1988, or who reported only part-time employment, were not included in calculations of either means or medians. The reported salary means and medians represent respondents employed on a full-time basis and those whose academic year basis could be converted to a calendar year equivalent (by computer conversion).

In the published reports of the 1976 and 1979 triennial surveys, salaries were presented in terms of percentiles instead of the arbitrary $1,000 ranges of previous survey reports. This format has been retained. The desirability of a presentation in terms of percentiles has frequently been recommended to the Association by salary administrators and by the administrators of personnel departments. Data are reported for the 25th, 50th, and 75th percentiles where the 50th percentile is the median. Instead of reporting the lowest and highest salaries, the average of the lowest 10% and the average of the highest 10% are reported. This method prevents possible identification of individuals at the low and high extremes.

In 1982, the SLA Statistics Committee assisted with the revision of the salary survey instrument and suggested several improvements in the way the collected data are used in the survey report. Based on the Committee's suggestions we added additional comparisons to the 1982 survey report. One of the major features was an industry breakdown by geographic area. Thus, banking librarians are able to review salaries in their part of the country as well as nationwide. Other additions included the comparison of salaries with job titles and with budget ranges. The data in the 1988 survey are presented in tables similar to those in the 1985 survey. A more precise geographic definition of Canada was developed to provide more thorough data on our Canadian members. Data for the United States and Canada continue to be presented in separate tables. It should also be noted that any response category with five or fewer responses has been omitted from the tables.

Survey Questionnaires

In an effort to reach all SLA members in an efficient manner, the Association mailed the 1988 salary survey questionnaire first class to Canada and bulk rate within the United States.

In April 1988, 10,475 members and associate members received the salary survey in the mail. Recipients were requested to report their salary as of April 1, 1988 and to return the questionnaire by the May deadline.

Returns from 4,089 members were received by the deadline, giving the association a 39% response rate.

Mean and Median Annual Salary in 1988

The mean (average) basic annual salary of SLA members on Apr. 1, 1988 was $37,079 for Canadian members and $34,110 for members in the U.S.

The survey indicates increases in median salaries from 1987 to 1988 ranging from 4% up to 24.9%. The median salary in dollars for 1988 ranges from $27,814 in the West North Central region to $34,000 in both the Pacific and Middle Atlantic regions. The overall median salary in the U.S. was $32,000. The median salary for Canada, reported in Canadian dollars, is $35,900.

The median represents the salary at the center of the distribution. Half the salaries reported are less than the median, and half are greater than the median. When the median salary for any group is less than the mean salary, more respondents are below the average than above.

By the definition of the median as just stated, the median is also at the 50th percentile of the respondents. Similarly, one-quarter of the salaries reported is less than the 25th percentile. Three-quarters of the salaries reported are below the 75th percentile; or stated in other words, the 75th percentile shows that one-quarter of the salaries reported is above the 75th percentile.

Table 1a lists the basic annual salary of SLA members for 1967, 1970, 1973, 1976, 1979, 1982, 1985, and 1988. These figures are depicted graphically in Figure 1.

	Questionnaires Mailed	Usable Responses	
1967	5,752	3,876	(67%)
1970	5,975	3,594	(60%)
1973	6,108	3,893	(64%)
1976	6,974	4,233	(61%)
1979	9,442	4,997	(53%)
1982*	9,128*	3,255	(36%)
1985	9,691	5,913	(65%)
1988	10,475	4,001	(38%)

**Salary Survey was included in the SpecialList with the instruction that only SLA members and associate members return it. The figure represents membership count as of April 1 and the responses represent the returns from members and associate members.*

CPI and Mean Salary

The Consumer Price Index (CPI) is a measure of the average change, over time, in the prices of goods and services in major expenditure groups — such as food, housing, apparel, transportation, medical care and entertainment — typically purchased by urban consumers. Essentially, it measures the purchasing power of consumer dollars by comparing what a sample "market basket" of goods and services costs today with what the same sample market basket cost at an earlier date.

Beginning with January 1988 data, most Consumer Price Indexes have shifted to a new reference base year. All indexes on a base of 1967=100 or any other base through December 1981 have been

changed to a 1982=84 reference base. Historical data on the new base from the Bureau of Labor Statistics has enabled us to continue to compare consistently salary and CPI figures. Table 1b indicates the relationship of the mean salary of SLA members and the CPI. While the mean salary has increased 189.1% since 1970, the CPI has increased 201.5%.

Changes in Earnings by Sex

The responses of female members from the United States comprised 83% (2,793) of the total U.S. response to the survey questionnaire. The responses of female members from Canada comprised 85% (356) of the total Canadian response to the survey.

In every percentile rank, the salaries reported by female members in 1988 were less than salaries reported by male members. The average of the lowest 10% of the salary differential amounts to $1,806 for the United States members and approximately $2,767 for Canadian members. The average of the highest 10% differential is almost $11,500 higher for male members in the U.S., while in Canada that salary differential amounts to $15,621. Of course, these figures represent only survey totals and do not necessarily account for the variables considered in salary determinations. The figures indicate that, in general, women in special library and information fields are paid on a lower scale than men.

Perhaps more enlightening than the actual figures on men's and women's salaries is in the change in earnings by sex given in Table 3. Although salaries are not equal, the increase for women has been much greater than the percentage increase for men.

Census Divisions

This survey report uses nine geographical United States Census Divisions to define job location. Canada is considered as a tenth division. Figure 2 depicts the states comprising each census division for the United States. The map includes the percentage of respondents from each division. Table 4 lists for each division the salary distributions in rank order of the 1988 medians.

Table 5 summarizes historical data on corresponding medians for 1970, 1973, 1976, 1982, 1985 and 1988. These, too, are listed in rank order of the 1988 median for each division.

In comparing the rankings with the 1987 update, the top three regions remain Canada, the Middle Atlantic and the Pacific. The New England area showed the greatest change in moving up five positions.

Metropolitan Areas

The metropolitan areas listed are based on former SMSA's as determined by the U.S. Census Bureau. Table 6 lists the metropolitan areas with median salary figures for each of the triennial surveys since 1970. The final column tabulates percentage and dollar increases in the last three years. The Oklahoma City; Tulsa area shows the highest percentage increase — 41%. Peoria; Bloomington-Normal; Champaign-Urbana shows the second highest increase at 34%.

Table 7 lists complete data for each metropolitan area. The table has been divided into 10 subdivisions corresponding to each of the nine Census divisions and Canada. Each subdivision is identified by a letter from 7a—7j.

Type of Organization

Tables 8a—8c show the salary distribution by type of organization. The types listed are broad categories. These figures reflect in general terms salary trends for members of the Special Libraries Association.

Table 8c reports "Salary Distribution by Type of Institution by Census Division in Rank Order of Median Salary." The information in Tables 8a and 8b, presented in rank order of median salaries for each type of library, will assist individuals who wish to compare salaries in various types of organiza-

tions in each of the nine U.S. Census Divisions and Canada.

In many categories Table 8c lists only a few geographic areas. The reason is that for many industries in a particular part of the country, 5 or fewer people responded. Throughout the survey any response category with five or fewer responses has been automatically dropped.

Primary Responsibility

Primary responsibility in rank order of median salary, Table 9b, shows administrative responsibility and editor or writer at the top of the U.S. list. Those listing library school faculty rank third, but with the second highest median salaries, as administrative responsibility and editor or writer have identical medians of $40,000.

For Canadian members, those listing administrative responsibility ranked first. Again in the 1988 survey, people listing general responsibility ranked at or near the bottom of the list for both Canada and the United States.

Information specialists dropped from seventh in the 1985 list to eighth in the 1988 U.S. list. The median salary for U.S. information specialists, however, increased 17% from $26,046 in 1985 to $30,488 in 1988. For the Canadians, the information specialist median salary increased 7% from $31,836 in 1985 to $34,000 in 1988.

In the United States and Canada, the median salary for acquisitions/catalog increased from 1985 26% and 22% respectively. Editor or writer in the U.S. had a 60% increase in the median from $25,080 in 1985 to $40,000 in 1988.

In addition to Tables 9a and 9b, we have included in Table 9c a listing of primary responsibility within U.S. Census divisions. By doing so, people can compare their salaries with others in their geographic area. Table 10 tabulates salaries as a function of organizational entity. It indicates that U.S. members employed in information centers report higher salaries than those employed in libraries. The opposite is the case with Canadian members. Table 11 indicates salary distribution by primary responsibility within type of institution.

Supervisory Responsibilities

In many organizations a key determinant of salary level is the number of people supervised. The 1988 survey considered both the total number of people supervised and the level of supervision (professional, technical, or clerical staff). Technical persons, although not defined in the questionnaire, often refer to para-professionals. Table 12 is presented in eight sections: 12a and 12b, "Number of Employees Supervised;" 12c and 12d, "Number of Professional Employees Supervised;" 12e and 12f, "Number of Technical Employees Supervised;" 12g and 12h, "Number of Clerical Employees Supervised." The information in Table 12 is given first for Canada and second for the United States. One hundred three Canadians reported no supervisory experience, while 901 U.S. members reported no supervisory experience.

An analysis of the number of people supervised as a function of salary and sex is included in the 1988 salary survey report. Table 13 represents these findings.

The figures speak for themselves. It is interesting to note in the U.S. (Table 13b) that the highest salaried category (supervision of more than 20 people) contained almost twice as many men as women in 1982 (64% male to 36% female). In 1985, the gap was much smaller (45% female to 55% male). In 1988, the figures reverse the 1983 data with 65% of the respondents women and 35% men in the highest, salaried category.

Academic Background and Previous Experience

Table 14 lists salaries with highest degree earned. The table is in two parts: 14a and 14b, "Highest Subject Degree," and 14c and 14d, "Highest Library Science Degree."

Salary levels and academic degree levels are closely related. The highest salaries are reported in most cases by members who have earned the doctorate. It is interesting to note that the median salary for U.S. members with doctorates in library science, at $40,000, is slightly greater than the median salary for those with doctorates in subject fields ($39,000).

Tables 14e—14h further refine the data on degree status. In these charts, earned degrees are matched with type of institution. Unfortunately, many types of institutions were eliminated because of insufficient responses for that particular industry. This is only one measure for salary determination; thus, it is not surprising that there are cases in which the highest degree does not automatically list the highest salary.

Along with highest subject degree, respondents were asked to indicate their subject fields. Table 15 lists salaries by highest degree in a subject field in rank order of median salaries for each industry.

In the U.S., law ranks highest as it did in 1979, 1982 and in 1985. For law degree holders, the 23% increase represents a median salary rise from $37,000 in 1985 to $45,600 in 1988 in the United States. For the United States, the physical sciences ranked second and business and economics, third, as in 1985. Foreign languages moved up from ranking tenth in 1985 to fourth in 1988 with a 20% increase in the median salary. In Canada, the physical sciences moved from ranking second in 1985 to first in 1988, with an 18% increase in the median salary from $34,000 in 1985 to $40,000 in 1988. Business and economics which ranked first in 1985 dropped to tenth in 1988. One must remember when interpreting Table 15 that subject field relates to the academic discipline in which the respondent earned a degree. With Table 15c and 15d the salary data varies greatly among different industries with no clear patterns emerging.

Tables 16a—16f relate salary and years of experience. Tables 16a and 16b deal with years of other professional experience; Tables 16c and 16d list years of professional library experience.

Table 17 compares years of experience among men and women and salary in the United States and Canada. Using the experience variable, the median salaries for women are lower than the median salaries for men for every level in the United States. This may be due to the low male response rate. In Canada the median salaries for women are higher than the median salaries for men in the 1-5 and 6-10 years categories. The median salaries are higher for men in the 11-15 and 26 or more years categories.

Salary as a function of seniority is presented in Table 18. Table 19 presents the salary distribution by number of employers.

It appears from Table 19 that respondents who have a history of job changes often earn higher salaries. This seems to be true with some deviation up to six employers in Canada and seven in the United States. One must be cautious in drawing inferences from Table 19 because the table does not consider years of experience along with number of employers.

Minority Groups

The 1973, 1976, 1979, and 1982 surveys included a question on race in order to determine the representation of minority groups among SLA members. The 1985 and 1988 survey questionnaires included a similar question based on the minority group classifications designated by the U.S. Government. Table 20 lists respondents by minority group classification.

Age

The 1979 and 1982 salary survey data indicate that more than one-half of the members responding is under 40 years of age. In the 1976 salary survey, the majority of the respondents were over 40 years old. In 1985 the age groups 20-29 and 30-39 account for 56% of the membership, compared to 53% in the 1982 survey. In 1988, the age groups 20-29 and 30-39 account for 48% of the membership response, a decrease from previous years.

The distribution by age is given in Table 21a. Tables 21b and 21c are a tabulation of salary as a function of age.

Unemployment

The survey included questions to attempt to define the number of respondents unemployed and the period of unemployment during the 12-month period from April, 1987 to March 31, 1988. The unemployment status of respondents on the survey date (April 1, 1988) is in Table 22.

In the 1988 survey for the United States, 143 members reported that they were unemployed for a period during April, 1987—March 31, 1988. This represents 4.6% of the valid responses to this question. For Canada, twelve members reported that they were unemployed for a period during April, 1987—March 31, 1988. This represents 3.3% of the valid responses to this question.

Table 23 provides salary information for United States and Canadian respondents by titles commonly used in organizations. This breakdown may help in determining comparable salaries with other divisions within an organization. Table 23d refines the information on job titles by breaking it down into census divisions in the United States. As in 1985 managers in the Middle Atlantic region report the highest salaries. In Canada (Table 23c) managers from Ottawa report the highest salaries.

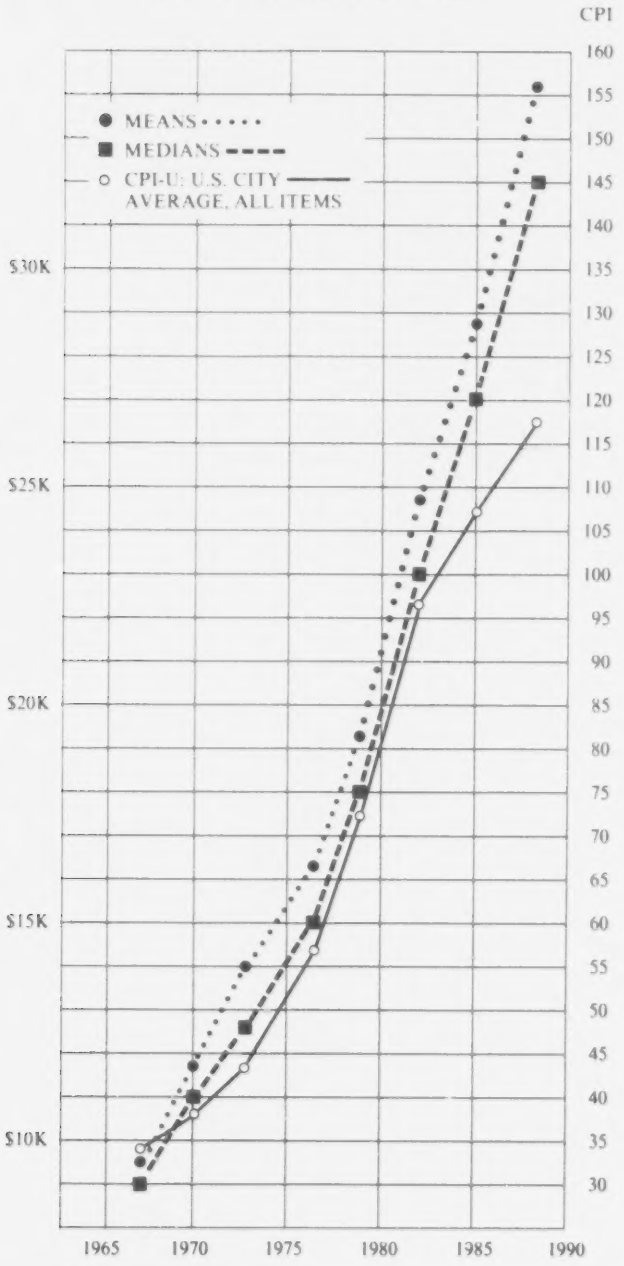
Tables 24a and 24b provide a breakdown for men and women by job title.

Tables 25a and 25b list the budget ranges for libraries and information centers in Canada and the United States with salary distribution.

Table 26a and 26b list a further refinement of the budget figures by matching them with organizational entity.

Table 27 includes budget ranges by type of industry as well as salary.

Figure 1. Annual Salaries: 1967, 1970, 1973, 1976, 1979, 1982, 1985, 1988*



*U.S. data only.

[1]As of January 1, 1988 the reference base for the CPI was changed from 1967=100 to 1982-84=100. These data reflect the converted CPI figures.

Table 1a. Basic Annual Salaries: 1970, 1973, 1976, 1979, 1982, 1985 & 1988

Survey	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1970	*	*	$11,000	*	*	3,594	$11,800
1973	*	*	12,800	*	*	3,893	14,000
1976	$ 9,300	$12,400	15,000	$18,800	$28,500	4,233	16,300
1979	11,100	14,800	18,000	22,400	33,500	4,997	19,300
1982[1]	13,506	18,966	23,000	28,000	42,142	3,019	24,340
1982[2]	16,887	23,000	27,000	32,000	44,070	236	28,113
1985[1]	15,959	22,000	27,280	33,600	50,425	4,913	28,943
1985[2]	19,234	26,500	31,740	38,000	51,448	391	32,696
1988[1]	19,528	26,800	32,000	39,500	57,943	3,357	34,110
1988[2]	21,631	31,300	35,900	42,209	58,693	417	37,079

[1] *United States data*
[2] *Canadian data*
* *Not calculated*

Table 1b. CPI and Mean Salaries

1970	$11,800	38.8
1973	14,000	44.4
1976	16,300	56.9
1979	19,300	72.6
1982*	24,340	96.5
1985*	28,943	107.6
1988*	34,110	117.0[1]
Percentage of Change 1970-1988	189.1%	201.5%

[1] *CPI average for first half 1988*
* *CPI for U.S. Cities Average*
* *United States data only*

Table 2a. Salary Distribution by Sex in Canada

Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Female	$21,283	$30,200	$35,600	$41,067	$55,657	356	$36,357
Male	24,050	33,030	38,455	45,000	71,278	59	41,286

Table 2b. Salary Distribution by Sex in United States

Sex	Average Lowest 10%	%	Median 50%	75%	Average Highest 10%	Number	Mean
Female	$19,270	$26,400	$31,580	$38,340	$55,725	2,793	$33,374
Male	21,076	28,500	35,000	43,500	67,203	553	37,766

Table 3a. Change in Earnings by Sex in Canada*

Sex	Survey	Median	Increase Over 1976 (%)
Females	1976	$14,700	—
	1979	17,400	18
	1982	27,000	84
	1985	31,400	114
	1988	35,600	142
Males	1976	18,100	—
	1979	19,000	5
	1982	30,000	65
	1985	34,400	90
	1988	38,455	112

Table 3b. Change in Earnings by Sex in United States*

Sex	Survey	Median	Increase Over 1976 (%)
Females	1976	$14,700	—
	1979	17,400	18
	1982	22,500	53
	1985	26,980	84
	1988	31,580	115
Males	1976	18,100	—
	1979	19,000	5
	1982	26,000	43
	1985	30,400	68
	1988	35,000	93

*1976 and 1979 data reflect combined figures for U.S. and Canada.

Table 7. Salary Distribution by Census Division

Metropolitan Area/Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
7a. New England							
Boston-Lowell-Brockton	$21,545	$28,000	$33,000	$42,000	$60,472	129	$35,764
Hartford-Springfield-Chicopee	19,212	26,600	30,000	36,000	56,806	44	32,921
New Haven-Bridgeport-Norwalk	23,332	27,406	34,026	38,835	50,083	29	34,410
New England No Metro Area	17,649	25,400	30,000	36,032	46,789	75	31,286
New England—Total	19,749	27,000	32,000	39,000	56,572	277	34,001
7b. Middle Atlantic							
NYC-L.I.-Westchester-Rockland	$23,666	$30,600	$35,500	$45,200	$67,776	379	$39,235
Newark-Jersey City	23,608	31,000	37,000	47,684	65,906	98	39,678
Philadelphia-Trenton	18,943	25,400	32,000	39,000	56,391	144	33,595
Albany-Schenec'dy-Troy	15,700	24,000	31,878	36,000	49,575	19	32,184
Syracuse-Utica-Rome	20,750	27,200	28,825	36,032	57,662	17	32,927
Buffalo-Rochester	19,425	23,483	29,000	35,724	53,287	35	31,053
Pittsburgh-Johnstown-Altoona	17,337	23,000	28,440	34,320	53,137	59	30,038
Middle Atlantic No Metro Area	19,325	24,000	28,300	41,000	58,703	35	33,390
Middle Atlantic—Total	20,640	28,000	34,000	43,000	63,622	786	36,635
7c. South Atlantic							
Baltimore-Wilmington	$20,126	$26,850	$31,000	$36,600	$43,643	44	$31,553
Washington DC-MD-VA	21,304	28,000	34,000	42,000	60,712	272	36,357
Richmond, VA	19,466	23,000	30,500	38,896	46,300	17	31,350
Durham, Raleigh	20,813	25,000	30,000	36,000	50,442	63	31,757
Atlanta	18,783	26,000	29,500	35,400	60,982	56	32,882
South Atlantic No Metro Area	18,287	23,942	28,000	34,300	48,117	118	29,787
South Atlantic—Total	19,808	26,400	31,500	39,300	56,887	570	33,627
7d. East South Central							
Knoxville-Nashville	$19,734	$24,250	$28,500	$34,000	$44,483	20	$30,412
Huntsville-Birmingham	20,625	26,000	28,000	38,750	58,900	17	33,277
East South Central No Metro Area	18,067	22,000	28,600	32,400	54,100	30	29,178
East South Central—Total	18,686	23,440	28,600	33,800	53,346	67	30,586
7e. East North Central							
Chicago-Gary-Hammond	$20,046	$28,000	$32,000	$40,000	$58,950	198	$34,369
Cincinnati-Dayton	18,874	24,850	32,300	39,600	62,641	61	34,552
Cleveland-Akron-Canton	16,225	24,220	30,000	38,000	49,083	57	31,721
Detroit-Flint-Kalamazoo	19,674	25,500	30,380	38,000	48,613	122	32,069
Milwaukee-Racine	18,216	23,000	27,800	32,550	47,300	39	29,272
Indianapolis-Muncie	18,940	24,000	32,000	42,000	62,770	40	35,044
Peoria-Bloomington	23,379	28,000	31,490	36,850	47,000	17	33,149
East North Central No Metro Area	18,103	28,000	31,440	36,192	47,304	46	31,943
East North Central-Total	18,898	26,353	31,030	38,926	54,854	580	33,120

Table 7. *Continued*

Metropolitan Area/Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
7f. West North Central							
Kansas City-St. Joseph	$17,465	$21,140	$24,100	$29,850	$42,682	31	$26,071
Minneapolis-St. Paul	21,305	26,800	31,000	38,532	52,671	71	33,548
St. Louis	17,320	22,472	27,468	34,520	63,460	46	30,735
West North Central No Metro Area	16,275	21,200	24,600	32,000	43,425	44	26,824
West North Central—Total	17,688	23,000	27,814	35,000	53,102	192	30,126
7g. West South Central							
Oklahoma City-Tulsa	$18,200	$22,000	$29,000	$34,320	$38,539	17	$28,820
New Orleans	17,400	19,000	22,907	28,400	52,000	7	27,530
Houston-Galveston	18,887	25,200	30,000	38,400	61,108	56	34,002
Dallas-Fort Worth	22,933	28,000	31,200	38,500	49,517	62	33,169
Austin-San Antonio	21,850	26,600	29,400	36,500	51,410	20	32,888
West South Central No Metro Area	16,250	21,507	25,300	35,108	62,493	20	30,565
West South Central—Total	18,868	25,740	30,000	37,200	55,860	182	32,485
7h. Mountain							
Albuquerque	$22,374	$25,000	$33,600	$40,100	$48,438	21	$33,789
Denver-Colorado Sprgs	17,281	23,750	27,200	32,388	43,057	70	28,379
Tucson-Phoenix	17,667	23,500	28,175	31,200	41,188	29	28,578
Mountain No Metro Area	15,700	23,000	26,000	34,000	44,650	20	28,733
Mountain—Total	17,592	23,750	28,000	33,260	44,591	140	29,282
7i. Pacific							
Seattle-Tacoma	$21,668	$26,500	$30,000	$36,000	$52,440	49	$32,313
Portland-Salem-Eugene	17,203	23,700	30,000	35,500	48,273	29	30,407
S.F.-Oak-San Jose	23,700	30,500	36,000	42,000	58,239	264	37,319
L.A.-Santa Barbara	22,076	29,800	34,320	42,000	59,886	155	36,899
San Diego	20,699	28,800	31,200	34,700	46,013	32	32,177
Honolulu-Kailua	18,210	21,315	25,927	32,680	35,712	17	27,279
Pacific No Metro Area	22,310	27,000	31,008	35,100	45,255	17	31,853
Pacific—Total	21,485	29,000	34,000	40,000	57,111	563	35,651
7j. Canada							
Montreal	16,677	28,000	32,020	42,543	59,758	88	35,701
Ottawa	26,000	32,390	41,596	45,205	67,667	28	42,106
Toronto	23,265	30,500	35,000	41,800	59,116	190	36,747
Victoria-Vancouver	26,775	32,500	36,000	38,904	47,000	27	36,073
Calgary-Edmonton	27,615	34,900	38,000	42,700	56,264	65	39,221
Canada No Metro Area	13,390	26,500	34,000	40,000	49,050	19	33,489
Canada—Total	21,631	31,300	35,900	42,209	58,693	417	37,079

Figure 2. Geographic Distributions of Respondents in Census Divisions.

Table 4. Salary Distribution by Census Division in Rank Order of 1988 Median Salaries

Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Canada*	$21,631	$31,300	$35,900	$42,209	$58,693	417	$37,079
Middle Atlantic	20,640	28,000	34,000	43,000	63,622	786	36,635
Pacific	21,485	29,000	34,000	40,000	57,111	563	35,651
New England	19,749	27,000	32,000	39,000	56,572	277	34,001
South Atlantic	19,808	26,400	31,500	39,300	56,887	570	33,627
East North Central	18,898	26,353	31,030	38,926	54,854	580	33,120
West South Central	18,868	25,740	30,000	37,200	55,860	182	32,485
East South Central	18,686	23,440	28,600	33,800	53,346	67	30,586
Mountain	17,592	23,750	28,000	33,260	44,591	140	29,282
West North Central	17,688	23,000	27,814	35,000	53,102	192	30,126

**Salaries in 1988 reported in Canadian dollars. The exchange rate on April 1, 1988 was approximately Canadian $1.23—United States $1.00.*

Table 5. Historical Data on Median Salaries by Census Division in Rank Order of 1988 Data

Census Division	1970	1973	1976	1979	1982	1985	1988	Increase 1985-1988 ($)	Increase 1985-1988 (%)
Canada*	$ 9,300	$11,500	$15,800	$20,000	$27,000	$31,740	$35,900	$4,160	13
Middle Atlantic	11,100	13,500	15,500	18,400	23,889	28,000	34,000	6,000	21
Pacific	11,200	12,500	15,200	18,000	24,000	29,192	34,000	4,808	16
New England	10,800	12,500	14,800	17,300	21,900	26,200	32,000	5,800	22
South Atlantic	12,500	14,500	16,800	19,400	24,000	28,000	31,500	3,500	13
East North Central	11,000	12,500	14,400	17,500	22,154	26,000	31,030	5,030	19
West South Central	10,300	11,500	13,600	16,800	22,000	24,600	30,000	5,400	22
East South Central	11,700	13,500	14,800	17,700	24,000	24,500	28,600	4,100	17
Mountain	10,600	12,500	14,000	16,300	20,700	25,750	28,000	2,250	9
West North Central	10,300	11,500	13,600	16,800	22,000	24,600	27,814	3,214	13

**Salaries in 1988 reported in Canadian dollars. The exchange rate on April 1, 1988 was approximately Canadian $1.23—United States $1.00.*

Table 6a. Historical Data on Median Salaries for Metropolitan Areas in Rank Order of 1988 Data for Canada

Metropolitan Area	1970	1973	1976	1979	1982	1985	1988	Increase 1985-1988 ($)	Increase 1985-1988 (%)
Ottawa	$ 9,800	$14,500	$17,500	$22,500	$31,000	$36,000	$41,596	$5,596	16
Calgary-Edmonton	*	*	*	*	*	*	38,000	*	*
Victoria-Vancouver	*	*	18,500	22,000	31,000	33,000	36,000	3,000	9
Toronto	8,900	10,500	14,800	18,700	25,000	30,000	35,000	5,000	17
Montreal	8,900	10,500	15,900	20,400	28,000	31,506	32,020	514	2

*No data are available for these years.

Table 6b. Historical Data on Median Salaries for Metropolitan Areas in Rank Order of 1988 Data for United States

Metropolitan Area	1970	1973	1976	1979	1982	1985	1988	Increase 1985-1988 ($)	Increase 1985-1988 (%)
Newark, N.J. (Essex, Morris, Union Cty.); Jersey City; Paterson-Clifton-Passaic; Middlesex; Somerset	$11,100	$14,500	$16,000	$20,000	$25,000	$30,500	$37,000	$6,500	21
San Francisco-Oakland; San Jose; Stockton; Vallejo-Napa; Sacramento	11,300	12,500	15,700	18,200	24,600	30,324	36,000	5,676	19
New York City; Nassau-Suffolk; Westchester-Rockland	11,200	13,500	15,700	18,100	24,000	29,150	35,500	6,350	22
Los Angeles-Long Beach; Santa Barbara; Oxnard-Ventura	11,400	12,500	15,300	18,000	24,000	29,925	34,300	4,375	15
New Haven; Bridgeport; Norwalk; Stanford	10,700	*	15,000	18,200	22,000	28,100	34,026	5,926	21
Washington, D.C.-Md.-Va.	14,000	17,500	19,000	21,200	26,000	31,000	34,000	3,000	10
Albuquerque	12,700	*	13,400	16,800	21,000	28,133	33,600	5,467	19
Boston; Lowell; Brockton	10,500	12,500	14,400	16,900	21,900	25,814	33,000	7,186	28
Cincinnati; Dayton	11,000	12,500	14,200	17,800	20,000	26,000	32,300	6,300	24

Metropolitan Area	1970	1973	1976	1979	1982	1985	1988	Increase 1985-1988 ($)	Increase 1985-1988 (%)
Chicago; Gary-Hammond-East Chicago	10,600	12,500	14,700	17,500	22,100	26,000	32,000	6,000	23
Indianapolis; Lafayette-West Lafayette; Anderson-Muncie	*	*	14,600	16,900	24,300	27,000	32,000	5,000	19
Philadelphia, Pa.-N.J.; Trenton; Reading; Lancaster	10,800	12,500	15,700	18,000	22,880	26,500	32,000	5,500	21
Albany-Schenectady-Troy	11,400	12,500	14,400	17,700	22,800	26,500	31,878	5,378	20
Peoria; Bloomington-Normal; Champaign-Urbana	*	*	15,000	20,300	24,100	23,544	31,490	7,946	34
Dallas; Ft. Worth; Sherman-Denison	10,000	11,500	13,500	16,000	21,500	28,300	31,200	2,900	10
San Diego	12,000	12,500	15,000	18,100	23,504	27,000	31,200	4,200	16
Baltimore, Md.-Wilmington, Del.-N.J.-Md.	11,100	13,500	17,900	17,500	21,000	28,000	31,000	3,000	11
Minneapolis-St. Paul	10,700	12,500	14,400	17,500	23,130	27,540	31,000	3,460	13
Richmond, Va.	10,200	12,500	13,400	15,600	24,750	26,000	30,500	4,500	17
Detroit; Flint; Kalamazoo; Jackson; Ann Arbor	11,400	12,500	15,500	18,300	22,930	27,510	30,380	2,870	10
Cleveland; Akron; Canton; Youngstown-Warren	11,100	11,500	13,500	16,600	23,500	27,508	30,000	2,492	9
Durham; Raleigh	11,000	12,500	13,400	17,100	20,904	25,000	30,000	5,000	25
Hartford; Springfield-Chicopee-Holyoke	12,000	14,500	14,700	16,000	22,000	24,000	30,000	6,000	25
Houston; Galveston-Texas City; Beaumont-Port Arthur	10,000	11,500	14,200	16,500	23,000	27,000	30,000	3,000	11
Portland; Salem; Eugene	11,800	*	14,400	17,900	21,576	24,400	30,000	5,600	23
Seattle-Everett; Tacoma	9,400	10,500	14,000	16,000	22,800	27,300	30,000	2,700	10
Atlanta	10,800	12,500	15,600	15,200	21,000	23,000	29,500	6,500	28
Austin-San Antonio	*	*	*	15,900	20,775	24,000	29,400	5,400	23
Buffalo; Rochester	11,000	12,500	14,300	18,000	25,120	25,753	29,000	3,247	13
Oklahoma City; Tulsa	*	9,500	12,500	16,500	19,750	20,500	29,000	8,500	41
Syracuse; Utica; Rome	11,300	*	16,700	17,300	20,150	24,172	28,825	4,653	19
Knoxville-Nashville	*	*	15,000	18,000	24,000	27,062	28,500	1,438	5
Pittsburgh; Johnstown; Altoona	9,900	12,500	14,600	17,400	22,000	24,700	28,440	3,740	15
Tucson; Phoenix	*	*	*	15,800	19,500	24,720	28,175	3,455	14
Huntsville-Birmingham	*	*	13,000	16,000	24,669	23,300	28,000	4,700	20
Milwaukee; Racine	11,700	10,500	13,500	16,700	20,000	24,500	27,800	3,300	13
St. Louis, Mo.-Ill.	10,600	12,500	12,900	18,900	22,880	26,000	27,468	1,468	6
Denver; Colorado Springs; Pueblo	9,700	11,500	14,000	17,000	21,120	27,000	27,200	200	.7
Honolulu-Kailua	*	*	*	15,900	19,500	23,104	25,900	2,796	12
Kansas City; St. Joseph	9,300	10,500	13,100	16,300	17,000	22,500	24,100	1,600	7
New Orleans	*	*	*	13,500	20,460	23,400	22,907	<493>	<2>

**No data available for that particular year.*

Table 8a. Salary Distribution by Type of Institution Ranked in Order of Median Salary in Canada

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Trans Pub Util Comm	$26,650	$38,000	$44,000	$46,935	$59,282	23	$43,072
Academic-Genl Campus	23,914	38,000	43,000	47,000	59,500	20	42,236
Federal Government	27,333	32,158	39,000	43,590	50,867	32	39,160
Academic-Subj Dept	29,550	32,000	38,904	43,050	62,799	23	39,925
Other Non Manufact	23,000	25,000	38,184	43,860	65,000	9	39,566
Chemicals Allied Pd	27,000	36,000	37,500	40,000	47,000	6	37,750
Petroleum Refining	28,600	33,840	37,400	43,020	64,156	17	40,560
Legal Services	27,950	33,170	37,181	40,000	44,000	15	37,162
Not Otherwise Specif	26,000	30,000	36,000	43,000	68,000	11	40,624
Newspaper Publicat	28,500	34,300	35,700	46,800	99,999	10	44,673
Other Government	25,016	33,460	35,500	39,000	62,085	53	37,534
Non-Profit Org Inst	24,146	30,200	35,000	40,000	52,888	47	35,909
Bank Finance Realest	25,700	28,300	34,000	36,350	52,550	21	35,030
Consulting Services	28,750	31,500	34,000	37,400	63,000	12	38,783
Office Comp Acct Mac	22,000	26,964	33,500	35,000	57,864	7	35,619
Pharmaceuticals	25,500	27,000	33,000	40,300	50,960	13	36,030
Accounting	19,000	25,500	32,000	35,000	41,250	22	31,500
Mining Agric for Fis	25,000	25,000	32,000	35,000	39,000	9	31,685
Textiles Wood Paper	20,000	31,000	32,000	43,600	45,000	6	35,267
Insurance	28,000	28,000	31,400	34,200	39,000	9	32,172
Metals Metal Prod	25,992	27,660	30,000	38,400	43,000	6	33,252
Engineer Archit Serv	16,000	24,500	30,000	36,000	52,000	13	32,207

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 8b. Salary Distribution by Type of Institution
Ranked in Order of Median Salary in United States

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Pharmaceuticals	$23,922	$31,000	$38,000	$47,650	$60,936	94	$39,537
Petroleum Refining	26,390	30,477	37,300	52,000	69,370	44	42,016
Textiles Wood Paper	24,892	26,000	36,000	37,600	43,707	13	33,861
Trans Pub Util Comm	23,820	30,672	36,000	40,800	54,861	99	36,614
Motor Vech Equipment	21,000	30,000	35,580	44,000	46,038	16	36,182
Federal Government	22,534	29,500	35,108	42,000	58,263	228	36,508
Processed Foods	21,784	29,000	35,000	39,100	59,250	40	36,505
Chemicals Allied Pd	22,987	30,000	34,700	39,850	58,845	102	36,351
Bank Finance Realest	21,600	29,999	34,500	45,000	65,864	108	38,141
Aircraft Aerospace	21,927	27,500	33,900	39,000	49,362	74	33,909
Office Comp Acct Mac	23,975	27,900	33,900	40,000	56,916	46	36,519
Consulting Services	22,397	28,800	33,500	40,680	60,158	131	35,874
Legal Services	18,589	27,500	33,000	41,000	62,789	177	35,451
Mining Agric for Fis	17,500	28,028	33,000	44,000	50,420	22	35,179
Other Non Manufact	20,510	26,200	33,000	37,000	54,445	114	33,204
Metals Metal Prod	14,910	25,000	32,300	36,000	46,000	15	30,940
Advertising Market	21,300	28,000	32,000	41,375	59,867	62	35,181
Rubber Plastics Cerm	25,500	26,000	31,800	32,600	45,000	13	31,712
Newspaper Publicat	16,468	23,000	31,720	39,700	56,398	149	33,036
Academic-Subj Dept	20,209	26,250	31,440	38,900	60,843	315	33,902
Public Libr—Genl	20,040	25,200	31,015	37,794	68,760	45	35,586
Non-Profit Org/Inst	19,037	26,000	31,000	37,680	53,296	434	32,536
Other Machines	24,000	26,000	30,975	35,000	54,629	7	34,015
Commercial Labs	20,000	22,500	30,800	46,600	72,000	11	35,576
Insurance	19,636	26,600	30,750	37,700	55,577	58	33,382
Other Manufacturing	17,568	24,500	30,648	35,500	48,047	73	31,142
Accounting	17,314	26,000	30,000	34,000	47,826	67	30,762
Not Otherwise Specif	18,594	26,000	30,000	43,800	60,958	83	34,823
Other Government	19,839	24,228	30,000	36,000	52,764	152	31,458
Public Library-Subjt	18,280	24,100	29,676	33,842	48,256	47	30,544
Academic-Genl Campus	19,367	24,899	29,376	38,000	58,414	247	32,809
Electrical Equip Sup	22,174	26,800	29,270	33,540	46,191	41	31,038
Nuclear Energy	19,300	19,300	29,000	31,000	36,000	5	27,272
Engineer Archit Serv	17,173	23,000	28,000	34,424	47,347	90	29,474
Hosp Medical Service	20,000	23,483	28,000	32,000	37,667	26	28,134
Info Brokers	15,750	20,800	27,000	35,400	51,500	18	30,002

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 8c. Salary Distribution by Type of Institution by Census Division in Order of Median Salary in United States

Type of Institution*	Census Division†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	South Atlantic	$23,199	$31,416	$37,646	$44,000	$62,614	108	$39,412
	Pacific	24,166	29,500	36,420	41,340	52,077	31	36,120
	New England	22,900	28,640	36,032	44,768	53,000	11	37,270
	Mountain	22,907	23,094	32,336	35,000	44,000	12	31,746
	Middle Atlantic	23,000	28,000	33,280	42,000	51,354	13	35,101
	East South Central	21,061	25,915	32,000	34,115	59,663	19	33,665
	West South Central	22,907	24,000	31,000	37,800	46,022	8	33,159
	East North Central	24,250	27,600	30,000	36,032	42,655	18	32,161
	West North Central	20,200	21,430	22,910	30,488	40,000	8	27,074
Other Government	Middle Atlantic	21,904	26,905	34,500	42,320	56,608	25	36,041
	Pacific	23,267	27,272	32,000	38,900	53,943	33	34,145
	New England	22,428	23,297	30,762	34,500	40,000	11	30,142
	East North Central	21,007	27,000	30,167	36,363	45,671	27	31,917
	South Atlantic	19,133	20,000	28,000	30,291	61,333	27	30,065
	Mountain	22,700	23,238	26,000	27,982	31,000	9	26,454
	West South Central	19,000	19,000	23,628	31,046	33,200	5	25,644
	West North Central	19,800	21,739	24,228	28,200	36,715	14	25,753
Public Library-Subjt	Middle Atlantic	17,500	19,000	29,654	35,000	38,000	17	27,968
	East North Central	23,213	25,000	29,029	31,500	45,658	11	30,611
Public Libr-Genl	West North Central	19,000	30,000	50,445	55,500	65,000	7	45,137
	Middle Atlantic	20,350	28,500	32,000	35,000	89,000	10	36,557
	Pacific	22,855	25,927	29,856	37,794	59,958	17	35,440
Academic-Subj Dept	Pacific	22,878	29,800	34,500	42,264	66,655	58	38,080
	New England	20,273	25,500	32,500	40,000	62,663	23	36,080
	East North Central	19,808	26,700	31,500	37,650	52,692	62	32,725
	South Atlantic	20,820	26,250	31,000	35,000	55,827	45	32,968
	Middle Atlantic	21,627	26,000	29,900	36,711	56,204	75	32,982
	West South Central	17,400	26,600	29,300	36,500	74,386	13	34,500
	West North Central	19,300	23,000	28,080	36,500	73,500	20	33,577
	East South Central	19,368	20,604	26,900	32,400	59,500	9	30,052
	Mountain	20,913	22,000	25,000	31,000	35,000	10	26,406

Academic-Genl Campus	New England	21,800	32,000	37,500	43,181	53,500	19	37,674
	Pacific	22,900	29,376	34,700	48,000	60,297	38	38,052
	Middle Atlantic	18,800	24,000	30,488	41,724	64,985	49	34,420
	East North Central	18,591	25,175	28,638	36,000	55,000	40	31,584
	West North Central	20,544	24,100	27,814	33,900	50,865	18	30,703
	South Atlantic	19,259	24,000	27,565	32,876	50,734	45	30,107
	East South Central	23,000	25,700	26,500	28,000	50,000	7	30,306
	West South Central	19,000	21,700	25,300	34,320	69,000	14	30,393
	Mountain	20,000	20,200	25,000	29,300	38,250	17	26,287
Non Profit Org/Inst	Pacific	19,267	27,000	33,000	38,473	53,840	51	33,724
	Middle Atlantic	20,030	25,000	31,580	38,600	57,695	104	33,343
	East North Central	19,930	26,500	31,000	36,582	54,039	82	33,026
	South Atlantic	20,173	27,000	31,000	37,200	50,893	120	32,561
	West South Central	20,000	22,000	31,000	32,000	42,000	7	30,843
	New England	16,874	22,800	30,000	35,000	55,333	27	31,306
	Mountain	15,750	20,410	28,175	40,440	48,438	21	31,320
	East South Central	18,500	22,983	26,000	33,516	36,000	8	28,163
	West North Central	15,600	22,000	24,960	33,000	38,300	16	26,658
Mining Agric for Fis	West South Central	28,400	30,300	31,720	44,800	50,000	6	38,203
Trans Pub Util Comm	Middle Atlantic	29,875	34,450	39,000	40,800	72,850	23	41,656
	Pacific	25,940	34,000	37,920	42,144	50,006	21	38,590
	East North Central	27,217	31,900	34,452	39,525	45,600	14	35,721
	South Atlantic	27,000	30,500	33,500	40,000	58,200	13	36,480
	New England	27,500	27,800	30,265	35,200	43,000	6	32,711
	West North Central	21,000	21,140	29,000	32,000	41,800	7	29,420
	West South Central	21,000	25,740	27,936	29,000	33,000	6	27,613
Bank Finance Realest	Middle Atlantic	26,494	33,100	41,500	50,000	74,083	61	43,672
	East North Central	21,000	29,000	33,000	36,400	49,500	11	33,600
	New England	24,000	30,000	32,500	33,000	41,000	7	32,286
	Pacific	21,518	28,000	30,000	36,300	51,200	18	32,165
Accounting	Middle Atlantic	25,500	27,000	33,000	43,000	49,250	16	35,538
	Pacific	26,400	29,000	31,000	34,000	39,205	10	32,211
	East North Central	14,300	20,000	28,400	31,200	46,190	15	28,472
	West South Central	21,700	27,200	28,500	30,000	42,500	8	29,700
	West North Central	15,600	18,000	26,000	30,000	35,000	7	25,691
Hosp Medical Service	East North Central	19,500	24,000	29,500	35,000	40,000	10	30,319
	Middle Atlantic	18,500	22,000	27,000	28,100	34,905	8	26,874
Engineer Archit Serv	Middle Atlantic	23,074	27,000	32,864	36,400	46,654	15	33,130
	Pacific	18,667	26,496	30,240	37,020	44,204	26	31,062
	West South Central	17,056	20,300	29,040	32,000	36,000	9	27,976
	South Atlantic	18,200	20,300	27,000	30,000	40,000	11	27,409
	New England	16,500	21,200	26,000	28,080	32,000	8	25,510
	East North Central	13,000	19,000	23,100	35,000	70,000	11	31,113

Chemicals Allied Pd	Middle Atlantic	21,500	32,603	37,008	43,900	64,567	28	40,233
	East North Central	23,440	28,200	34,000	36,192	56,500	32	34,552
	South Atlantic	26,500	30,000	33,492	37,400	44,580	15	34,151
	New England	29,000	30,000	33,000	35,000	55,250	11	35,825
Processed Foods	Middle Atlantic	21,500	33,000	38,000	47,300	58,000	10	39,800
	West North Central	24,000	34,380	37,000	40,000	61,000	11	38,462
	East North Central	18,437	27,000	31,000	35,000	43,000	9	32,154
Pharmaceuticals	East North Central	25,500	33,480	40,000	46,440	65,664	21	41,622
	Middle Atlantic	23,844	30,300	39,000	50,500	61,275	44	41,133
	Pacific	30,000	32,000	34,728	44,500	54,000	13	39,006
	South Atlantic	23,824	26,200	33,528	38,000	47,650	7	34,294
Petroleum Refining	Middle Atlantic	38,000	40,000	43,680	55,000	67,530	6	49,368
	Pacific	26,460	30,477	35,000	40,080	72,300	11	40,419
	West South Central	26,150	29,800	33,000	47,000	68,825	20	40,570
Rubber Plastics Cerm	Middle Atlantic	26,000	31,000	31,800	36,500	45,000	6	33,733
Metals Metal Prod	Middle Atlantic	16,320	22,100	32,000	35,000	39,540	9	29,311
Office Comp Acct Mac	Middle Atlantic	18,500	31,400	47,000	51,780	55,000	8	42,935
	Pacific	25,500	31,200	34,500	40,000	61,500	18	37,498
	New England	25,400	27,000	27,900	37,950	51,000	7	33,821
Electrical Equip Sup	New England	21,500	30,000	35,000	44,200	47,000	7	36,498
	Pacific	26,460	28,200	30,500	31,000	38,000	11	30,949
Motor Vech Equipment	East North Central	21,000	30,000	39,000	45,000	46,075	14	36,524
Aircraft Aerospace	Pacific	23,700	30,264	35,000	43,000	51,420	34	36,339
	New England	26,000	26,400	32,100	42,800	45,000	6	34,550
	Mountain	23,067	28,900	32,000	34,000	35,000	6	30,995
	South Atlantic	21,000	27,000	28,765	33,900	42,500	11	30,281
	Middle Atlantic	22,000	23,870	28,015	35,000	47,684	8	32,321
Other Manufacturing	Middle Atlantic	12,400	29,200	33,692	35,000	52,000	11	33,213
	South Atlantic	22,000	24,500	32,500	39,500	48,700	12	33,233
	Pacific	20,900	23,000	31,218	36,000	51,066	15	32,404
	New England	21,600	28,080	30,180	35,000	46,000	10	32,381
	East North Central	14,560	19,050	26,471	28,200	42,600	12	26,320

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

**Census divisions with a response rate of 5 or less have been dropped from the table.*

Table 9a. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for Canada

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Administrative Resp.	$32,293	$37,000	$41,126	$46,200	$66,031	141	$43,400
Not Employed in Libr	26,000	33,000	40,000	48,000	99,999	11	47,945
Systems Specialist	24,900	30,500	35,000	40,000	43,000	6	34,817
Acquisitions/Catalog	24,400	32,000	34,321	38,648	49,600	12	35,290
Info Specialist	19,820	28,500	34,000	37,181	46,813	40	34,071
Reader Service/Refer	15,024	27,660	33,100	38,000	44,025	15	32,748
Genl Responsibility	20,677	27,500	32,390	36,000	44,421	158	32,153

Table 9b. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for United States

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Editor or Writer	$21,036	$23,000	$40,000	$41,800	$46,300	9	$34,848
Administrative Resp.	25,309	33,000	40,000	48,000	67,678	1,042	41,858
Library Sch. Faculty	27,250	30,000	39,000	50,000	61,000	17	40,691
Self-Employed	15,750	20,000	37,000	52,000	93,475	24	40,651
Not Employed in Libr	19,203	28,080	36,400	43,000	66,554	76	37,768
Systems Specialist	21,422	27,100	31,900	38,000	49,871	50	33,063
Other	18,150	25,000	31,200	40,000	55,695	47	33,085
Info Specialist	21,762	26,856	30,488	35,500	47,317	333	31,894
Acquisitions/Catalog	18,171	24,100	30,000	36,000	42,803	148	30,207
Bibliographer	20,584	25,000	30,000	35,100	52,554	64	31,637
Abstractor/Indexer	19,500	28,500	29,500	38,000	46,000	18	31,719
Genl Responsibility	17,963	24,435	29,000	33,900	44,244	1,132	29,560
Reader Service/Refer	18,510	24,000	28,000	32,000	42,484	312	28,574
Documents or Reports	20,716	22,000	26,000	32,000	44,750	18	28,269

Table 8c. *Continued*

Type of Institution*	Census Division†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Insurance	Middle Atlantic	28,200	32,058	35,000	49,500	57,150	15	39,867
	New England	22,382	27,500	30,500	37,900	54,000	22	33,571
	East North Central	19,500	23,700	28,788	33,200	47,000	13	30,075
Advertising Market	Middle Atlantic	24,500	29,000	35,500	40,000	52,500	23	35,848
	East North Central	21,060	26,000	32,000	43,500	73,500	20	37,370
	West North Central	18,500	21,800	22,300	30,000	32,000	6	25,267
Legal Services	West South Central	23,000	26,200	37,200	43,700	50,400	9	35,722
	Middle Atlantic	19,083	30,000	37,000	46,000	76,050	57	40,450
	Pacific	20,900	28,600	36,000	41,000	51,692	34	35,544
	New England	14,651	25,000	31,356	35,400	48,000	9	31,515
	East North Central	17,333	23,500	30,000	40,200	50,667	33	31,781
	South Atlantic	19,250	25,000	30,000	34,500	53,000	24	31,508
	West North Central	22,000	23,400	30,000	34,200	50,000	6	32,100
Info Brokers	Pacific	18,200	21,000	28,500	34,235	50,000	7	31,276
Consulting Services	Pacific	22,320	31,200	36,000	45,000	69,483	26	38,917
	Middle Atlantic	23,333	29,600	35,000	42,000	59,667	29	36,627
	New England	23,000	28,912	33,000	36,700	57,800	23	35,394
	South Atlantic	21,067	27,000	30,000	39,500	59,333	25	34,914
	East North Central	25,000	28,080	30,000	39,000	47,500	20	34,063
Other Non Manufact	Pacific	22,000	30,000	35,000	38,000	45,300	19	34,609
	Middle Atlantic	23,267	27,000	33,500	37,000	64,833	25	36,310
	East North Central	23,000	28,600	33,000	36,000	52,000	12	33,171
	South Atlantic	18,784	23,000	32,885	35,000	44,000	16	30,370
	West South Central	23,950	25,792	30,000	38,400	56,000	20	33,813
	New England	19,500	25,000	29,000	38,000	50,000	10	32,080
	Mountain	14,000	23,000	27,000	27,200	34,394	7	25,559
Newspaper Publicat	New England	15,000	24,000	35,828	47,000	60,000	13	37,400
	Pacific	23,360	31,417	35,000	39,700	49,130	16	36,266
	Middle Atlantic	20,333	24,000	34,320	41,000	60,000	29	35,720
	South Atlantic	19,533	26,000	31,980	41,000	55,981	33	34,324
	Mountain	17,400	22,048	31,408	40,000	50,000	9	32,075
	East North Central	14,895	21,000	28,000	37,287	55,000	27	30,277
	West North Central	11,000	21,570	25,272	36,250	49,300	10	28,669
	West South Central	14,000	16,120	23,000	28,600	38,324	8	24,818

Table 9c. Salary Distribution by Primary Responsibility by Census Division in Rank Order of Median Salary in United States

Primary Responsibility	Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Genl Responsibility	Middle Atlantic	$19,202	$25,000	$31,065	$36,000	$48,757	232	$31,510
	Pacific	20,714	27,000	30,500	35,400	41,307	192	30,976
	New England	18,392	25,000	29,000	33,060	45,336	107	29,869
	East North Central	16,933	23,500	28,700	32,500	42,970	202	28,714
	South Atlantic	18,621	25,000	28,540	33,000	42,698	190	29,083
	West South Central	17,439	23,628	28,200	33,360	48,963	68	29,921
	Mountain	17,450	23,094	27,000	31,200	37,894	59	27,219
	West North Central	14,783	21,000	23,640	28,000	39,689	62	24,874
	East South Central	18,100	20,050	22,983	27,720	38,320	20	24,997
Administrative Resp.	Middle Atlantic	27,612	35,724	44,000	52,000	74,149	265	45,937
	Pacific	27,817	35,000	42,000	48,412	66,190	165	43,043
	East North Central	23,320	32,000	39,000	45,240	62,155	190	39,797
	New England	25,796	33,500	39,000	48,000	59,429	93	41,003
	South Atlantic	25,875	32,000	39,000	45,600	66,623	171	40,892
	West South Central	24,710	31,000	35,700	44,000	62,757	49	38,475
	Mountain	27,911	31,408	35,000	40,440	47,759	28	36,868
	West North Central	21,133	30,000	34,380	41,000	66,000	63	37,076
	East South Central	24,500	31,720	34,000	48,325	65,250	18	39,975
Acquisitions/Catalog	Middle Atlantic	19,400	27,000	32,851	36,000	43,177	29	32,314
	Pacific	20,854	28,000	31,412	36,420	46,088	33	32,110
	East North Central	19,150	25,000	30,167	36,192	44,150	22	30,815
	West South Central	22,000	22,907	29,000	29,685	40,000	7	28,370
	South Atlantic	20,088	22,450	28,860	36,150	41,966	31	29,849
	New England	15,275	21,000	25,000	27,500	40,000	13	25,360
	West North Central	21,430	21,500	24,000	29,000	39,000	8	26,732
Bibliographer	Pacific	25,000	27,000	33,500	50,544	52,488	8	39,279
	East North Central	20,700	27,000	30,528	35,100	45,000	14	31,430
	Middle Atlantic	20,246	26,462	30,000	36,000	47,000	11	32,292
	West North Central	20,388	26,097	28,800	30,000	40,000	7	29,641
	South Atlantic	22,100	23,496	25,000	32,395	69,290	12	31,246

Table 10a. Salary Distribution by Organizational Entity in Canada

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Library	$21,612	$32,000	$36,000	$42,500	$56,436	256	$37,256
Information Center	21,776	28,000	34,000	39,000	56,109	74	34,614
Other	21,649	30,000	35,000	45,000	68,143	73	38,543

Table 10b. Salary Distribution by Organizational Entity in United States

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Library	$19,214	$26,000	$31,720	$38,792	$57,299	2,208	$33,536
Information Center	21,377	28,000	34,000	41,700	58,532	525	35,860
Other	19,377	27,000	32,200	40,000	59,671	544	34,601

Table 12a. Salary Distribution by Number of Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$17,755	$25,500	$31,500	$36,992	$58,342	103	$32,969
One	23,180	29,900	33,000	36,750	50,048	90	33,861
Two	22,171	32,000	36,000	40,000	52,549	72	36,449
Three	21,789	35,000	38,000	41,067	47,500	41	37,467
Four	31,021	35,000	40,000	44,878	66,033	29	41,573
Five	30,200	34,428	35,700	44,000	53,160	14	39,217
Six	24,900	35,500	41,200	43,000	49,088	13	40,114
Seven	25,000	36,350	43,000	43,200	50,000	11	40,516
Eight	35,560	36,500	38,400	42,000	50,000	7	41,343
Ten	36,000	37,000	39,000	43,590	46,800	6	40,907
11-15	32,000	45,000	45,205	63,000	66,064	10	49,247
16-20	37,445	46,100	51,774	52,500	67,597	8	52,042
More than 20	33,000	42,308	54,501	64,300	78,500	10	55,642

Table 12b. Salary Distribution by Number of Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$17,828	$23,700	$28,200	$34,000	$48,949	901	$29,727
One	18,663	25,000	29,000	33,692	45,247	602	29,870
Two	20,220	27,000	30,975	36,032	47,231	476	31,929
Three	21,061	28,080	32,800	38,000	49,464	315	33,548
Four	22,973	30,000	34,800	40,800	53,034	206	35,884
Five	23,396	30,000	35,000	42,000	56,633	154	36,866
Six	20,659	31,600	38,510	44,000	63,788	120	39,187
Seven	22,854	31,408	37,192	43,600	54,350	97	37,768
Eight	26,400	34,000	38,500	46,000	65,220	63	40,772
Nine	25,060	32,000	36,539	44,000	59,990	49	39,281
Ten	24,553	35,724	41,700	49,800	59,453	50	42,305
11-15	25,657	35,500	43,576	51,000	67,268	126	43,930
16-20	26,500	38,000	48,420	59,700	83,250	61	50,338
More than 20	32,651	44,220	52,000	62,500	78,788	137	53,471

Table 12c. Salary Distribution by Number of Professional Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$20,769	$28,500	$33,400	$38,000	$51,363	290	$34,115
One	26,008	35,500	39,000	43,680	59,747	60	40,307
Two	34,007	38,000	42,000	46,000	50,667	27	42,081
Three	37,445	41,067	45,000	46,500	65,000	14	45,866
Four	33,000	34,000	43,590	46,000	60,000	7	43,656

Table 12d. Salary Distribution by Number of Professional Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$18,521	$24,875	$29,120	$34,450	$46,540	2,124	$30,123
One	22,914	30,000	34,000	40,000	51,755	467	35,300
Two	24,364	32,550	38,400	44,500	56,798	237	39,023
Three	26,003	33,500	38,200	46,000	57,971	148	40,193
Four	26,720	36,715	42,900	49,500	62,780	84	43,569
Five	30,220	38,000	44,000	50,040	71,504	65	45,725
Six	26,220	39,501	48,000	55,800	85,490	50	49,602
Seven	26,167	37,900	48,000	62,100	83,433	33	50,415
Eight	32,343	45,281	52,900	60,000	81,667	28	53,944
Nine	32,310	44,000	51,000	58,700	75,000	12	52,701
Ten	30,008	43,000	45,706	55,600	66,904	24	49,378
11-15	32,239	43,730	51,576	61,000	73,347	41	52,563
16-20	33,200	45,300	52,000	62,500	79,000	21	55,135
More than 20	36,696	50,000	63,600	72,500	82,375	23	62,074

Table 12e. Salary Distribution by Number of Technical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$20,173	$27,000	$32,805	$38,904	$55,068	198	$34,078
One	23,577	32,214	35,000	40,300	57,544	111	37,245
Two	31,127	35,000	38,400	43,000	53,072	56	39,642
Three	34,250	36,000	41,126	45,000	49,544	21	41,262
Four	33,322	36,000	39,000	43,524	47,500	8	40,824
Five	30,200	37,445	38,400	43,200	65,000	6	42,874
Six	35,500	37,000	42,308	53,000	59,000	6	45,301

Table 9c. *Continued*

Primary Responsibility	Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Info Specialist	Pacific	23,900	29,000	33,800	38,000	48,760	47	34,194
	Middle Atlantic	22,744	27,665	31,580	36,000	50,054	103	33,180
	New England	22,267	26,000	30,265	33,000	42,000	25	30,895
	South Atlantic	22,582	26,000	30,000	35,000	44,820	46	31,346
	West North Central	22,150	26,000	30,000	37,100	40,600	21	31,720
	Mountain	20,000	23,633	29,532	33,260	44,400	14	29,337
	West South Central	20,700	26,200	29,400	35,000	39,938	17	30,700
	East North Central	20,667	25,000	28,000	33,480	45,500	59	29,749
Reader Service Refer	Pacific	17,548	28,000	31,000	35,000	44,906	49	31,725
	New England	21,000	25,905	30,000	32,500	36,500	13	29,787
	East South Central	20,604	24,250	28,500	33,000	34,184	13	28,191
	East North Central	18,341	23,500	28,000	30,168	41,752	44	27,825
	Middle Atlantic	19,094	24,000	28,000	32,150	45,211	77	29,131
	South Atlantic	18,803	23,942	28,000	32,000	42,515	63	28,911
	Mountain	20,000	20,913	25,000	26,500	34,968	20	25,218
	West North Central	19,500	22,100	24,100	27,513	35,450	18	25,326
	West South Central	18,950	20,000	23,000	26,888	29,650	15	23,848
Systems Specialist	Pacific	27,000	31,200	33,400	38,340	57,816	10	36,780
	Middle Atlantic	20,000	28,000	30,300	33,400	40,000	11	30,890
	South Atlantic	23,000	24,675	27,100	40,818	44,000	8	32,858
Library Sch. Faculty	South Atlantic	30,000	31,500	33,652	35,000	50,300	7	37,465
Self-Employed	Pacific	26,500	34,000	40,000	46,000	86,950	10	44,763
Other	Pacific	21,342	28,000	32,500	37,500	47,137	16	33,816
	South Atlantic	18,500	24,000	27,200	51,354	59,127	7	37,311
	Middle Atlantic	16,000	22,000	25,000	33,000	48,996	10	28,641
Not Employed in Libr	South Atlantic	18,868	35,725	40,000	50,000	68,000	12	44,556
	Middle Atlantic	19,700	30,000	36,792	41,000	64,350	15	38,273
	Pacific	17,600	22,377	36,420	48,400	54,000	13	35,592
	West South Central	28,000	29,000	35,000	38,220	67,650	8	38,236
	East North Central	22,050	28,080	32,800	46,000	70,500	18	38,405

Table 11a. Salary Distribution by Primary Responsibility within Type of Institution in Canada

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Administrative Resp.	$32,525	$39,000	$43,000	$45,000	$53,251	16	$42,859
	Genl Responsibility	27,000	30,000	36,900	38,000	44,999	13	35,795
Other Government	Administrative Resp.	34,199	36,000	38,196	42,000	70,994	23	42,876
	Genl Responsibility	23,750	27,924	33,400	35,400	42,172	16	32,910
Academic-Subj Dept	Administrative Resp.	33,322	37,000	40,000	41,126	67,597	8	42,943
	Genl Responsibility	30,000	32,000	32,214	49,000	53,160	6	38,479
Academic-Genl Campus	Administrative Resp.	33,000	42,308	45,000	50,000	60,000	10	46,446
Non-Profit Org/ Inst	Administrative Resp.	30,950	34,000	40,000	41,200	50,000	17	39,040
	Genl Responsibility	24,365	28,800	32,000	34,000	40,456	19	31,985
Mining Agric for Fis	Genl Responsibility	25,000	25,000	30,000	34,263	38,400	8	30,770
Trans Pub Util Comm	Administrative Resp.	31,300	41,912	46,200	48,500	66,064	13	46,423
Bank Finance Realest	Administrative Resp.	35,000	36,000	37,730	50,000	55,100	8	43,210
	Info Specialist	27,400	28,000	28,400	29,900	35,750	8	30,031
Accounting	Genl Responsibility	17,000	25,000	30,000	33,000	34,500	11	28,409
Engineer Archit Serv	Genl Responsibility	16,000	24,500	27,500	30,000	36,000	10	27,709
Legal Services	Genl Responsibility	23,400	32,500	33,170	37,500	44,000	8	35,196
Newspaper Publicat	Administrative Resp.	34,300	35,700	36,400	46,800	51,774	6	41,912
Pharmaceuticals	Genl Responsibility	25,500	27,000	30,000	33,000	39,000	7	30,909
Petroleum Refining	Genl Responsibility	25,200	32,400	36,000	36,288	45,312	7	35,371

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 11b. Salary Distribution by Primary Responsibility within Type of Institution in United States

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Acquisitions/Catalog	$21,865	$25,000	$31,412	$37,000	$40,949	23	$31,620
	Administrative Resp.	28,987	36,032	42,000	48,325	63,927	87	43,184
	Genl Responsibility	22,048	24,000	29,564	33,280	41,149	42	29,911
	Info Specialist	24,342	27,000	33,260	35,000	44,000	11	32,870
	Reader Service/Refer	22,680	27,675	32,000	36,000	44,207	38	32,054
	Systems Specialist	26,000	28,000	37,800	40,818	45,240	7	36,315
Other Government	Acquisitions/Catalog	21,485	23,000	30,931	40,050	44,000	9	33,359
	Administrative Resp.	22,929	32,000	39,300	44,364	66,750	43	40,182
	Genl Responsibility	19,471	22,716	26,905	30,000	36,069	67	26,808
	Info Specialist	22,500	22,500	27,144	36,489	39,000	8	30,609
	Reader Service/Refer	19,100	20,000	26,500	30,574	34,523	9	26,192
Public Library-Subjt	Administrative Resp.	26,173	32,310	35,789	45,658	55,263	12	39,954
	Info Specialist	20,400	22,741	27,000	32,000	39,000	6	28,690
	Reader Service/Refer	17,500	19,344	26,113	30,000	34,921	24	26,136
Public Libr-Genl	Administrative Resp.	20,924	31,015	35,000	55,500	77,000	24	43,377
	Reader Service/Refer	18,600	21,000	25,336	29,856	33,509	12	26,019
Academic-Subj Dept	Acquisitions/Catalog	19,800	24,100	31,730	36,420	44,676	14	31,062
	Administrative Resp.	25,909	32,000	37,000	46,254	72,878	116	41,419
	Bibliographer	20,246	20,700	27,000	28,800	52,488	13	27,749
	Genl Responsibility	19,017	24,000	29,450	32,300	40,772	75	29,316
	Info Specialist	22,500	25,500	200	32,470	41,850	18	29,204
	Reader Service/Refer	20,490	23,000	28,000	31,500	43,228	56	28,864
	Systems Specialist	20,000	20,112	24,800	28,500	57,816	7	29,272
Academic-Genl Campus	Acquisitions/Catalog	18,850	22,000	24,700	29,696	48,850	24	27,508
	Administrative Resp.	25,734	31,298	38,000	48,000	70,061	87	41,318
	Bibliographer	20,388	30,000	30,990	36,000	50,544	14	32,594
	Genl Responsibility	22,350	24,000	27,004	29,808	39,579	18	28,052
	Info Specialist	23,500	24,000	29,532	34,000	45,000	9	31,615
	Reader Service/Refer	18,095	22,200	25,234	28,410	42,109	75	26,550
	Systems Specialist	20,000	23,000	28,000	31,900	39,000	7	29,371
Non-Profit Org/Inst	Acquisitions/Catalog	16,888	22,000	30,000	33,600	44,150	21	28,965
	Administrative Resp.	24,690	31,000	37,500	45,000	59,723	138	38,799
	Genl Responsibility	17,577	23,000	28,600	33,000	43,217	175	28,956
	Info Specialist	21,736	24,440	27,000	33,800	44,131	45	29,783
	Reader Service/Refer	19,460	24,350	29,600	32,000	35,600	19	28,264
	Not Employed in Libr	22,377	28,000	32,800	42,300	80,000	8	41,838

Table 11b. *Continued*

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Mining Agric for Fis	Administrative Resp.	39,000	42,000	44,800	48,000	50,840	7	45,520
	Genl Responsibility	15,000	26,000	28,028	33,000	44,900	12	29,642
Trans Pub Util Comm	Administrative Resp.	29,183	33,500	42,000	46,020	61,733	29	41,501
	Genl Responsibility	21,810	27,800	32,000	37,920	42,227	38	32,612
	Info Specialist	21,000	30,265	34,400	38,400	51,600	14	34,852
Bank Finance Realest	Administrative Resp.	29,200	35,000	46,000	54,000	77,125	37	47,246
	Genl Responsibility	19,605	25,300	30,000	33,100	57,167	31	32,342
	Info Specialist	27,903	30,000	35,000	41,000	51,000	15	36,974
	Reader Service/Refer	21,000	25,000	32,006	34,500	47,000	11	31,741
Accounting	Administrative Resp.	28,450	32,000	39,000	43,400	49,250	22	38,122
	Gen Responsibility	14,733	21,000	27,200	30,000	42,167	31	26,382
	Info Specialist	20,500	26,000	27,500	32,000	35,000	13	28,731
Hosp Medical Service	Administrative Resp.	29,500	31,000	32,000	35,000	40,000	8	33,688
	Genl Responsibility	19,500	23,400	24,000	28,000	30,000	12	25,383
Engineer Archit Serv	Administrative Resp.	19,000	32,000	38,510	41,700	52,000	12	37,843
	Genl Responsibility	16,651	22,500	27,000	31,275	40,134	66	27,282
	Info Specialist	19,000	20,300	29,040	30,000	70,000	7	32,091
Insurance	Administrative Resp.	21,632	32,200	37,000	44,500	60,750	18	38,935
	Genl Responsibility	17,998	23,700	28,788	32,600	46,750	20	29,318
	Info Specialist	24,100	27,500	33,000	39,200	56,300	10	36,090
Advertising Market	Administrative Resp.	26,541	35,000	43,500	50,000	65,100	17	43,787
	Genl Responsibility	19,810	25,200	28,000	34,900	61,000	22	31,799
	Info Specialist	21,400	28,000	30,000	35,000	42,188	17	30,928
Commercial Labs	Genl Responsibility	20,000	20,400	25,000	25,000	31,000	7	24,957
Legal Services	Administrative Resp.	29,400	36,000	42,000	48,000	72,633	63	44,429
	Genl Responsibility	15,250	24,500	29,000	34,500	41,443	66	29,322
	Info Specialist	22,317	25,700	31,500	33,000	40,250	16	30,726
	Reader Service/Refer	22,425	24,000	28,000	32,000	36,500	18	28,875
Consulting Services	Administrative Resp.	28,383	33,500	41,600	47,000	68,167	28	42,682
	Genl Responsibility	21,640	26,500	30,000	35,000	48,000	48	31,508
	Info Specialist	22,500	30,000	33,650	38,500	49,333	25	34,998
	Self-Employed	30,000	34,000	37,000	45,000	86,950	10	43,413
	Not Employed in Libr	22,500	28,080	39,500	45,000	68,000	9	40,453
Other on Manufact	Administrative Resp.	26,750	34,065	36,000	46,900	65,833	26	40,880
	Genl Responsibility	20,073	25,200	29,120	34,394	45,033	55	30,756
	Info Specialist	21,800	25,000	27,000	35,000	36,400	9	29,722
	Not Employed in Libr	18,868	23,580	30,000	35,000	37,000	6	29,575

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Textiles Wood Paper	Genl Responsibility	24,892	31,000	36,500	37,500	41,000	7	35,126
Newspaper Publicat	Administrative Resp.	21,963	31,408	38,324	45,510	62,631	69	39,450
	Genl Responsibility	13,637	18,200	22,048	30,000	39,600	45	24,523
	Info Specialist	21,000	25,000	28,600	37,230	38,500	10	29,397
	Reader Service/Refer	22,100	23,500	29,120	32,964	52,000	8	31,729
Chemicals Allied Pd	Administrative Resp.	28,440	33,000	40,000	48,000	67,175	35	42,795
	Genl Responsibility	20,620	28,440	33,000	36,000	43,616	47	32,667
	Info Specialist	24,720	26,200	31,000	34,000	46,000	12	32,010
Processed Foods	Administrative Resp.	31,200	35,000	43,000	50,000	68,000	11	45,935
	Genl Responsibility	20,819	28,676	35,000	36,800	47,350	16	33,957
	Info Specialist	27,000	27,300	29,800	36,300	40,000	9	32,233
Pharmaceuticals	Administrative Resp.	33,600	41,000	47,650	52,000	64,607	39	47,961
	Genl Responsibility	21,750	25,000	32,000	36,000	49,500	20	32,695
	Info Specialist	27,428	29,100	33,000	34,000	43,500	17	32,924
Petroleum Refining	Administrative Resp.	32,000	37,300	53,500	59,700	72,300	14	51,470
	Genl Responsibility	26,460	29,896	31,500	40,000	60,100	14	36,031
	Info Specialist	27,600	28,000	29,400	49,200	52,000	6	38,313
Rubber Plastics Cerm	Genl Responsibility	25,500	26,000	31,800	32,600	36,500	9	30,918
Metals Metal Prod	Genl Responsibility	16,320	25,000	25,000	32,300	37,500	6	26,877
Office Comp Acct Mac	Administrative Resp.	37,950	48,000	51,000	54,800	72,000	9	52,174
	Genl Responsibility	21,750	26,000	31,400	34,500	42,650	19	31,590
	Info Specialist	25,625	26,000	31,000	38,640	51,000	8	34,283
Electrical Equip Sup	Administrative Resp.	23,194	28,500	33,540	44,200	47,000	10	35,296
	Genl Responsibility	20,750	25,000	27,000	33,016	44,285	22	29,669
Motor Vech Equipment	Administrative Resp.	34,400	35,580	44,000	46,000	46,075	6	41,843
	Genl Responsibility	21,000	21,000	30,000	43,500	46,000	6	33,417
Aircraft Aerospace	Administrative Resp.	27,867	39,000	43,000	48,308	52,130	18	41,970
	Genl Responsibility	21,138	27,000	31,928	35,000	44,496	36	31,828
	Info Specialist	29,000	30,000	33,000	35,980	38,272	8	33,794
Other Manufacturing	Administrative Resp.	14,560	30,648	35,000	48,032	54,100	14	36,153
	Genl Responsibility	18,804	23,640	29,000	33,600	42,431	42	29,158

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 12f. Salary Distribution by Number of Technical Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$18,464	$25,000	$30,000	$36,000	$53,831	1,889	$31,607
One	20,866	28,000	33,000	39,000	52,346	713	34,158
Two	22,218	29,268	34,265	42,864	57,472	316	36,339
Three	23,526	32,000	38,000	48,420	62,701	150	40,238
Four	23,713	33,000	37,500	44,000	58,916	81	38,863
Five	25,910	33,000	38,532	43,576	59,360	51	39,280
Six	28,927	40,100	46,000	55,800	87,333	29	50,550
Seven	25,371	32,876	35,724	37,646	57,250	15	38,607
Eight	29,300	36,750	46,436	55,000	75,600	17	48,856
Nine	23,283	37,440	50,500	54,000	84,250	16	49,373
Ten	23,000	37,646	44,110	65,000	80,250	10	51,291
11-15	32,227	39,338	44,000	54,276	75,795	34	48,195
16-20	40,000	45,000	48,325	55,440	74,250	20	52,989
More than 20	35,827	45,400	53,000	68,000	76,000	16	56,243

Table 12g. Salary Distribution by Number of Clerical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$21,055	$29,900	$34,000	$40,000	$58,006	197	$35,635
One	20,177	30,000	35,000	40,000	49,345	115	35,191
Two	25,340	35,000	39,000	44,000	57,232	54	39,593
Three	25,852	35,700	38,400	42,700	45,103	20	38,067
Six	24,900	34,300	46,000	52,500	65,000	6	45,450

Table 12h. Salary Distribution by Number of Clerical Employees Supervised in the United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$18,796	$25,000	$30,200	$37,000	$53,331	1,578	$32,142
One	19,937	26,500	31,500	37,000	50,772	814	32,569
Two	20,628	28,000	33,000	40,000	57,011	408	34,933
Three	21,494	29,676	36,000	43,000	56,690	188	36,774
Four	23,520	29,700	36,711	44,000	69,134	88	39,190
Five	20,395	30,000	36,300	44,220	58,414	72	38,035
Six	17,229	31,000	40,000	53,075	76,600	45	42,657
Seven	24,714	32,000	40,050	50,000	69,375	36	43,111
Eight	33,493	41,000	45,000	51,000	69,350	20	48,607
Nine	28,611	45,658	55,000	59,000	69,000	11	53,268
Ten	22,400	28,000	47,000	54,100	71,250	18	44,504
11-15	26,667	31,015	50,000	62,000	81,433	30	49,719
16-20	26,250	34,500	48,996	55,400	71,760	19	47,927
More than 20	32,604	48,000	52,000	70,000	81,250	30	56,347

Table 13a. Salary Distribution by Number of Professionals Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Female	$20,616	$28,300	$33,170	$37,500	$51,027	255	$33,859
	Male	22,100	32,400	35,000	42,543	52,867	34	36,198
One	Female	26,197	36,000	39,000	43,680	54,109	50	39,647
	Male	28,000	34,398	41,126	48,500	83,000	10	43,605
Two	Female	35,000	38,000	41,596	45,000	50,000	23	41,916
Three	Female	41,067	41,200	45,205	53,000	65,000	9	48,197
Four	Female	33,000	34,000	43,590	46,000	60,000	7	43,656

Table 13b. Salary Distribution by Number of Professionals Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Female	$18,321	$24,500	$29,000	$34,000	$45,705	1,808	$29,763
	Male	19,854	26,000	31,000	37,483	50,634	308	32,174
One	Female	22,556	29,500	33,200	40,000	50,615	394	34,753
	Male	25,043	32,000	36,000	43,000	57,546	73	38,252
Two	Female	24,485	32,550	37,900	43,707	54,945	193	38,602
	Male	23,130	32,500	39,860	46,640	65,450	43	40,787
Three	Female	25,858	33,000	38,000	46,000	57,064	123	39,947
	Male	26,583	34,320	41,000	44,400	61,600	25	41,404
Four	Female	26,466	37,000	43,000	49,500	58,891	67	43,304
	Male	29,500	36,539	41,000	48,308	72,000	17	44,613
Five	Female	29,808	39,500	44,676	51,000	67,960	46	45,908
	Male	31,250	34,300	43,576	44,768	80,000	19	45,281
Six	Female	28,750	37,164	48,000	55,800	80,487	36	49,320
	Male	21,600	39,600	46,000	52,903	85,500	13	50,200
Seven	Female	26,167	37,900	48,000	62,100	80,833	27	50,592
	Male	33,000	39,900	43,500	52,000	78,300	6	49,617
Eight	Female	31,015	45,240	50,000	56,000	70,150	20	50,830
	Male	37,646	50,445	53,000	67,079	92,000	8	61,728
Nine	Female	32,310	44,000	44,700	55,000	68,700	10	48,541
Ten	Female	30,008	43,000	45,000	55,600	66,500	20	49,013
11-15	Female	33,250	41,000	52,488	65,520	73,500	21	53,409
	Male	31,227	46,600	51,246	54,108	72,193	19	51,553
16-20	Female	30,000	44,552	50,000	54,000	62,500	13	48,931
	Male	44,220	50,000	70,000	75,500	80,000	8	65,215
More than 20	Female	46,500	50,000	65,075	72,500	79,625	15	63,327
	Male	28,392	45,000	60,350	68,400	84,500	8	59,726

Table 13c. Salary Distribution by Number of Technical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Female	$19,909	$27,000	$32,000	$38,500	$55,710	174	$33,663
	Male	20,700	30,804	34,300	45,000	50,800	24	37,089
One	Female	22,994	32,000	35,000	39,768	51,544	94	36,250
	Male	26,500	32,400	39,208	46,100	74,532	16	43,641
Two	Female	31,580	35,673	40,000	43,860	54,087	48	40,305
	Male	29,063	33,000	35,000	36,900	41,000	8	35,664
Three	Female	34,250	36,000	39,000	45,000	49,544	19	41,178
Four	Female	33,322	36,000	39,000	43,524	47,500	7	40,513

Table 13d. Salary Distribution by Number of Technical Employees Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Female	$18,212	$24,850	$29,675	$35,000	$51,273	1,592	$30,919
	Male	20,011	26,000	32,500	40,000	64,755	293	35,397
One	Female	20,824	28,000	32,659	38,748	51,754	605	33,895
	Male	21,393	29,000	35,000	40,000	53,904	105	35,408
Two	Female	21,915	29,000	33,280	42,000	55,494	255	35,654
	Male	24,000	30,000	37,287	44,243	65,383	57	39,002
Three	Female	23,096	31,000	38,000	48,000	63,538	121	40,058
	Male	28,500	34,320	38,510	50,923	57,808	29	40,987
Four	Female	23,100	33,000	37,500	45,281	58,476	65	39,081
	Male	28,677	32,150	36,539	40,650	53,200	16	37,979
Five	Female	25,187	31,000	36,000	42,346	53,450	41	37,599
	Male	32,395	41,000	43,576	53,000	70,000	10	46,172
Six	Female	27,890	39,500	45,600	55,000	64,000	21	46,767
	Male	31,000	43,000	49,200	84,500	92,000	8	60,481
Seven	Female	22,242	32,876	35,724	37,646	62,500	12	38,633
Eight	Female	28,600	33,900	44,552	48,000	66,200	13	44,034
Nine	Female	19,000	31,500	41,000	55,600	99,999	12	48,642
11-15	Female	33,960	38,000	43,200	54,100	69,667	26	46,747
	Male	30,800	43,730	46,000	57,000	78,000	8	52,902
16-20	Female	43,338	45,600	55,000	60,000	74,250	15	55,429
More than 20	Female	34,153	45,400	50,000	68,000	70,000	10	53,865
	Male	44,220	49,400	55,263	72,000	80,000	6	60,206

Table 13e. Salary Distribution by Number of Clerical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Female	$20,616	$28,800	$34,000	$38,904	$58,193	179	$35,122
	Male	29,945	34,600	39,208	48,000	51,480	18	40,738
One	Female	19,962	30,450	35,000	40,000	48,614	99	35,178
	Male	21,250	29,063	34,000	40,000	53,000	15	35,721
Two	Female	26,825	35,000	39,000	43,000	50,790	43	39,363
	Male	24,400	32,020	35,500	43,000	83,000	11	40,493
Three	Female	25,852	35,700	39,000	42,700	45,103	17	38,173

Table 13f. Salary Distribution by Number of Clerical Employees Supervised by Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Female	$18,573	$25,000	$30,000	$36,000	$51,590	1,320	$31,490
	Male	20,172	27,000	33,509	41,375	59,790	252	35,413
One	Female	19,899	26,200	31,000	36,073	49,354	708	32,081
	Male	20,225	28,500	34,000	42,096	58,399	104	35,847
Two	Female	20,169	27,172	33,000	39,520	54,489	339	34,274
	Male	23,600	30,500	35,000	42,953	68,255	67	38,418
Three	Female	21,442	30,000	36,000	43,500	55,982	148	36,908
	Male	21,813	27,000	35,000	41,000	57,747	39	35,877
Four	Female	24,410	29,700	36,890	44,000	59,572	66	38,345
	Male	21,906	29,000	35,580	42,000	83,500	22	41,727
Five	Female	19,950	30,000	36,000	44,160	59,817	60	37,838
	Male	27,814	32,000	39,378	44,220	47,800	12	39,020
Six	Female	16,661	30,000	44,676	53,500	74,375	37	42,460
	Male	30,000	31,000	35,000	42,000	85,500	8	43,570
Seven	Female	23,167	32,000	42,200	47,000	63,233	29	41,791
	Male	29,354	32,000	39,900	54,800	75,500	7	48,579
Eight	Female	35,785	43,654	45,000	68,000	70,000	10	50,945
	Male	31,200	41,000	44,243	51,000	61,725	10	46,268
Nine	Female	28,611	45,658	55,000	62,500	69,000	10	53,544
Ten	Female	22,400	26,600	47,000	54,100	71,250	16	45,922
11-15	Female	25,750	31,000	45,000	62,000	74,000	22	47,058
	Male	30,000	38,998	53,000	61,000	90,000	8	57,037
16-20	Female	25,700	32,885	48,996	55,993	65,520	13	47,600
	Male	26,800	35,000	47,000	53,000	78,000	6	48,633
More than 20	Female	35,819	45,300	52,000	57,000	79,625	15	55,568
	Male	33,088	50,000	54,108	68,400	78,550	15	57,127

Table 14a. Salary Distribution by Education Level in Canada: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Masters	$25,400	$33,000	$36,400	$42,600	$59,198	59	$38,921
Bachelor	22,663	31,500	36,750	43,000	58,978	289	37,617
No Degree	17,000	25,000	33,000	35,000	40,300	14	30,384

Table 14b. Salary Distribution by Education Level in United States: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Doctorate	$22,851	$30,000	$39,000	$50,300	$79,085	76	$43,390
Masters	20,961	28,140	33,789	43,000	63,769	654	36,665
6th Year Certificate	20,534	27,500	30,488	38,000	51,000	23	33,085
Bachelor	19,309	26,326	31,720	38,000	54,997	2,019	33,193
Associate	14,733	21,700	26,460	31,000	36,600	27	26,123
No Degree	15,662	23,764	29,000	36,000	47,263	83	30,245
No College	16,380	20,000	24,000	29,369	37,500	16	25,514

Table 14c. Salary Distribution by Education Level in Canada: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Masters	$23,561	$32,158	$36,200	$42,308	$57,195	269	$37,666
6th Year Certificate	23,000	27,000	30,000	36,288	46,055	16	32,787
Bachelor	19,920	34,000	39,768	45,000	69,075	53	40,518
Associate	18,600	24,500	27,787	38,000	57,980	18	32,121
No Degree	18,500	24,000	32,000	33,500	42,500	19	29,696

Table 14d. Salary Distribution by Education Level in United States: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Doctorate	$24,375	$30,000	$40,000	$51,000	$76,625	44	$42,846
Masters	20,315	27,000	32,500	39,828	57,909	2,780	34,492
6th Year Certificate	25,300	30,000	33,952	46,440	80,000	14	40,221
Bachelor	19,333	25,000	31,000	36,820	55,753	61	32,391
Associate	14,300	18,300	26,460	29,120	43,000	19	26,860
No Degree	16,268	23,400	30,000	35,000	53,683	115	30,984
No College	17,066	21,000	25,000	29,825	61,600	27	29,604

Table 14e. Salary Distribution by Highest Subject Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Masters	$30,000	$36,000	$41,264	$44,999	$52,000	7	$41,038
	Bachelor	31,000	32,158	39,000	43,590	50,301	21	39,469
Other Government	Masters	25,000	34,000	38,196	42,600	77,688	9	43,276
	Bachelor	26,001	33,400	35,000	38,648	54,434	35	36,907
Academic-Subj Dept	Bachelor	29,550	32,000	37,000	43,050	60,379	21	39,113
Academic-Genl Campus	Bachelor	23,914	33,100	43,000	47,000	54,500	16	41,240
Non-Profit Org/Inst	Masters	22,000	30,200	35,000	39,208	53,000	10	35,491
	Bachelor	23,577	30,000	35,673	40,000	55,667	33	36,290
Trans Publ Util Comm	Bachelor	26,650	38,000	41,912	46,100	49,296	18	40,870
Bank Finance Realest	Bachelor	25,700	28,300	34,000	36,000	52,550	15	35,262
Accounting	Bachelor	25,000	25,000	32,000	35,000	40,000	11	31,955
Engineering Archit Serv	Bachelor	24,500	27,500	30,000	40,000	52,000	9	35,265
Insurance	Bachelor	28,000	28,000	31,000	31,400	39,000	7	31,721
Legal Services	Bachelor	23,400	35,000	37,500	40,000	44,000	11	37,433
Consulting Services	Bachelor	28,750	31,500	36,750	37,400	63,000	11	39,309
Other Non Manufact	Bachelor	23,000	25,000	38,184	43,860	65,000	8	39,987
Newspaper Publicat	Bachelor	28,500	31,759	34,300	51,774	99,999	6	48,805
Chemicals Allied Pd	Bachelor	27,000	36,000	37,500	40,000	47,000	6	37,750
Pharmaceuticals	Bachelor	27,000	30,000	32,000	47,232	50,960	10	36,359
Petroleum Refining	Bachelor	25,200	33,840	37,400	44,100	45,312	10	38,307
Office Comp Acct Mac	Bachelor	26,964	29,004	33,500	45,000	57,864	6	37,889
Not Otherwise Specif	Bachelor	26,000	30,000	38,000	65,000	68,000	6	45,500

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 14f. Salary Distribution by Highest Subject Degree Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Masters	$24,448	$31,595	$39,860	$46,022	$65,985	45	$41,563
	Bachelor	22,374	28,000	33,218	39,501	53,730	137	34,667
Other Government	Doctorate	22,511	26,119	28,000	35,000	53,324	7	32,444
	Masters	20,246	26,905	30,000	34,523	58,667	33	32,422
	Bachelor	19,703	23,200	29,100	35,484	50,284	82	30,512
Public Library-Subjt	Masters	23,213	24,000	27,513	33,765	43,654	9	30,138
	Bachelor	17,833	20,400	29,029	35,247	50,656	29	30,213
Public Libr-Genl	Masters	18,600	28,500	31,015	52,000	63,300	10	39,454
	Bachelor	20,867	24,624	31,900	37,669	69,833	25	34,648
Academic-Subj Dept	Doctorate	19,250	30,168	38,900	57,000	88,500	18	46,295
	Masters	20,833	28,000	32,000	40,000	64,927	78	35,545
	6th Year Certificate	19,068	28,611	29,800	30,000	42,000	6	29,913
	Bachelor	20,371	25,182	31,000	35,560	51,713	170	31,743
Academic-Genl Campus	Doctorate	23,000	24,300	34,320	48,000	68,400	9	39,013
	Masters	22,063	27,004	32,000	41,724	62,575	84	35,660
	Bachelor	18,930	23,600	27,800	35,400	55,310	123	30,648
Non-Profit Org/ Inst	Masters	19,864	26,887	32,500	40,000	62,064	89	34,948
	Bachelor	18,412	25,000	30,380	36,225	49,783	264	31,463
Mining Agric For Fis	Bachelor	20,000	27,000	31,720	38,000	48,000	12	33,948
Trans Pub Util Comm	Masters	29,000	37,920	40,200	42,864	51,600	12	41,765
	Bachelor	25,326	30,672	35,200	40,800	58,468	62	36,926
Bank Finance Realest	Masters	23,250	28,200	33,000	48,000	71,750	17	39,322
	Bachelor	20,614	29,000	33,100	45,000	65,728	70	36,903
Accounting	Masters	24,240	29,000	30,000	31,000	48,500	8	32,005
	Bachelor	17,020	25,000	30,700	39,000	48,576	45	31,522
Accounting	No Degree	23,000	27,200	28,000	31,200	43,000	6	30,233
Hospital Medical Service	Bachelor	22,400	23,750	27,000	31,000	36,500	18	27,747
Engineer Archit Serv	Masters	23,200	26,000	31,275	36,000	48,500	12	32,507
	Bachelor	17,365	22,500	28,000	33,738	48,181	67	29,145
Insurance	Masters	24,204	30,000	33,000	50,000	56,160	6	37,894
	Bachelor	20,455	27,500	30,750	37,000	56,825	35	33,483
Advertising Market	Masters	28,000	28,100	30,000	40,500	45,000	8	33,997
	Bachelor	20,605	26,000	32,000	38,000	53,050	40	33,871

Table 14f. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Commercial Labs	Bachelor	20,000	20,400	25,000	31,000	72,000	8	33,850
Legal Services	Doctorate	29,000	33,100	39,000	50,400	90,000	14	45,630
	Masters	20,900	27,360	34,000	44,000	74,100	28	38,112
	Bachelor	18,935	26,700	32,400	39,500	55,650	103	33,667
	No Degree	17,100	21,000	30,000	37,000	55,000	7	31,529
Info Brokers	Bachelor	13,500	18,200	21,000	34,235	53,000	12	28,178
Consulting Services	Masters	24,230	30,000	33,900	49,000	64,000	18	39,079
	Bachelor	22,722	28,860	33,000	39,500	56,344	86	35,199
Other Non Manufact	Masters	24,399	28,600	35,000	38,808	56,000	20	37,048
	Bachelor	19,873	26,100	31,000	37,000	55,286	72	32,960
Textiles Wood Paper	Bachelor	24,892	25,000	37,500	39,990	43,707	9	35,688
Newspaper Publicat	Masters	17,700	21,000	30,000	39,500	67,735	20	33,702
	Bachelor	16,545	25,000	32,964	40,000	53,055	90	33,207
	No Degree	13,000	23,500	29,268	40,000	49,000	14	31,385
	No College	18,200	20,000	22,800	24,000	37,000	7	24,143
Chemicals Allied Pd	Masters	26,500	30,462	34,000	40,640	57,160	20	37,294
	Bachelor	25,224	30,528	34,736	39,000	57,019	65	36,700
Processed Foods	Masters	28,676	33,000	34,380	47,300	50,000	6	38,726
	Bachelor	22,750	29,000	35,000	39,100	64,500	23	37,361
Pharmaceuticals	Masters	27,038	33,700	47,650	54,000	65,260	17	46,844
	Bachelor	23,546	30,000	36,000	44,000	56,255	65	37,551
Petroleum Refining	Masters	28,000	35,000	39,100	53,500	59,700	6	43,163
	Bachelor	26,590	30,477	37,300	52,000	69,370	36	42,451
Rubber Plastics Cerm	Bachelor	25,500	26,000	31,800	32,100	36,500	9	31,196
Metals Metal Prod	Bachelor	16,320	25,000	32,700	37,500	49,000	9	32,578
Office Comp Acct Mac	Masters	25,350	27,000	37,950	51,780	72,000	9	42,676
	Bachelor	25,675	27,900	33,900	40,000	52,013	25	35,384
Electrical Equip Sup	Masters	27,000	28,500	33,000	33,016	39,250	7	31,917
	Bachelor	22,398	26,800	29,000	30,607	45,921	27	30,514
Motor Vech Equipment	Bachelor	21,000	30,000	39,000	45,000	46,075	13	36,963
Aircraft Aerospace	Masters	21,200	28,765	35,000	39,000	52,468	13	35,450
	Bachelor	22,264	27,000	33,000	37,440	48,677	47	33,493
Other Manufacturing	Masters	21,000	21,600	35,000	38,100	54,100	9	34,253
	Bachelor	18,210	26,500	31,218	38,520	47,246	46	31,964
Not Otherwise Specif	Masters	24,500	27,300	40,000	47,700	59,300	25	39,280
	Bachelor	17,983	25,000	28,980	35,000	61,666	40	32,306

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 14g. Salary Distribution by Highest Library Science Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Masters	$30,000	$33,030	$41,264	$43,524	$53,251	24	$39,964
Other Government	Masters	26,906	34,000	35,400	39,000	62,606	36	38,502
	Bachelor	34,000	34,500	38,196	40,000	43,200	6	38,015
Academic-Subj Dept	Masters	29,550	32,000	37,000	45,000	62,799	20	39,855
Academic-Genl Campus	Masters	23,914	33,100	41,040	45,000	54,500	15	40,172
Non-Profit Org/ Inst	Masters	27,700	32,000	35,673	40,000	55,000	39	37,197
Trans Pub Util Comm	Masters	22,000	37,000	40,872	46,200	66,064	13	41,916
Bank Finance Realest	Masters	25,700	28,300	34,000	36,000	50,000	17	33,755
Accounting	Masters	25,500	31,500	33,000	36,000	42,500	12	34,250
Engineer Archit Serv	Masters	27,500	30,000	34,000	49,600	52,000	6	38,850
Legal Services	Masters	32,500	36,000	37,500	40,000	44,000	11	38,533
Consulting Services	Masters	30,000	33,000	34,000	40,000	63,000	10	39,925
Other Non Manufact	Masters	23,000	36,200	37,500	43,860	65,000	6	40,624
Petroleum Refining	Masters	32,400	33,840	40,800	43,020	45,000	9	39,473
Not Otherwise Specif	Masters	26,000	29,063	32,805	36,000	43,000	6	33,311

See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.

Table 15a. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in Canada

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Physical Sciences	$24,524	$30,804	$40,000	$43,800	$66,980	19	$39,970
Foreign Languages	18,500	30,000	38,000	42,000	54,272	41	36,847
Liberal Arts	25,051	32,158	38,000	43,860	67,450	77	39,815
Earth Sciences	28,000	31,400	37,172	47,000	67,597	10	40,835
Engineering	29,004	36,000	37,000	44,440	49,088	7	39,852
Biomedical	27,000	31,536	36,200	43,050	53,160	14	37,747
English & Journalism	25,496	33,000	36,000	41,912	51,875	81	37,293
Social Sciences	24,260	31,500	35,600	41,750	56,519	78	36,924
Education	25,750	30,450	35,000	43,200	64,650	22	38,582
Business, Economics	14,173	26,784	34,000	36,000	50,500	21	32,766
Fine & Applied Arts	22,500	30,000	32,500	42,000	45,340	16	34,955

Table 15b. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in United States

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Law	$22,824	$30,168	$45,600	$52,000	$82,375	37	$45,400
Physical Sciences	21,272	30,300	36,000	46,000	66,034	219	38,938
Business, Economics	20,495	27,800	33,000	45,000	63,459	208	36,825
Foreign Languages	20,184	27,000	32,300	38,900	55,151	187	33,798
English & Journalism	20,222	27,000	32,188	39,000	57,569	664	34,350
Biomedical	20,160	26,000	32,000	39,200	59,543	197	34,041
Liberal Arts	19,138	26,000	32,000	39,300	56,845	536	33,710
Social Sciences	19,620	27,272	32,000	38,882	55,924	590	33,891
Earth Sciences	22,314	26,500	31,360	39,000	53,206	72	33,686
Philosophy & Religion	20,400	26,000	31,000	37,200	45,307	51	32,041
Education	18,965	25,000	30,488	37,000	53,828	325	32,244
Engineering	21,200	25,000	30,488	37,600	58,062	36	34,273
Fine & Applied Arts	18,413	26,000	30,000	36,000	54,749	175	32,110

Table 14h. Salary Distribution by Highest Library Science Degree Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Masters	$22,623	$29,500	$35,000	$42,000	$57,692	208	$36,336
Other Government	Masters	20,017	24,500	30,000	36,489	52,033	137	31,725
Public Library-Subjt	Masters	18,100	24,100	29,654	35,000	48,894	42	30,359
Public Libr-Genl	Masters	20,301	25,336	30,000	37,794	69,700	42	35,294
Academic-Subj Dept	Doctorate	24,000	33,000	46,000	56,500	90,000	14	49,238
	Masters	20,424	26,000	31,000	37,000	58,149	288	33,199
Academic-Genl Campus	Doctorate	28,035	40,505	43,730	54,000	75,000	6	48,445
	Masters	19,416	24,700	29,300	38,000	57,789	232	32,494
Non-Profit Org Inst	Doctorate	28,600	30,000	33,652	40,000	55,000	6	37,842
	Masters	19,822	26,500	31,500	37,500	52,569	376	32,713
	Bachelor	17,000	20,000	21,200	40,000	40,000	6	29,700
	No Degree	15,300	23,400	30,500	42,000	55,000	10	32,733
Mining Agric For Fis	Masters	23,500	28,028	33,000	44,350	50,420	17	35,909
Trans Pub Util Comm	Masters	26,943	31,720	37,000	40,800	56,551	81	37,700
Bank Finance Realest	Masters	23,026	30,600	35,000	46,500	67,555	85	39,353
Accounting	Masters	17,420	26,400	30,000	35,000	49,300	54	31,315
Hosp Medical Service	Masters	19,000	23,400	25,420	32,000	39,000	22	27,578
Engineer Archit Serv	Masters	20,059	24,300	28,800	35,000	47,603	61	30,724
Insurance	Masters	21,074	27,500	32,200	37,700	56,792	51	34,247
Info Brokers	Masters	15,850	20,800	27,000	35,400	51,500	16	30,690
Consulting Services	Masters	23,646	29,000	35,000	42,000	63,455	104	37,101
Other Non Manufact	Masters	22,319	27,000	33,250	38,000	55,889	92	34,241
Textiles Wood Paper	Masters	25,000	26,000	36,000	39,990	43,707	10	34,380
Newspaper Publicat	Masters	18,036	27,560	33,000	40,000	56,485	87	34,812
	No Degree	15,092	21,000	30,800	40,000	49,000	15	31,208
	No College	18,200	18,720	24,000	35,880	78,300	9	31,011
Chemicals Allied Pd	Masters	25,446	30,900	35,724	40,000	57,211	81	37,093
	No Degree	18,000	24,000	31,500	32,603	75,000	9	33,808
Processed Foods	Masters	24,167	31,000	36,800	40,000	62,333	31	38,547
Pharmaceuticals	Masters	24,269	30,300	38,000	47,650	59,351	77	39,281
Petroleum Refining	Masters	26,390	30,477	37,080	49,200	69,370	35	41,032

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Rubber Plastics Cerm	Masters	$25,500	$26,000	$31,000	$32,000	$45,000	8	$32,250
Metals Metal Prod	Masters	16,320	25,140	32,700	36,000	49,000	11	32,509
Office Comp Acct Mac	Masters	25,594	31,200	36,000	47,000	58,395	38	38,431
Electrical Equip Sup	Masters	21,565	27,000	29,110	33,540	46,855	34	31,154
Motor Vech Equipment	Masters	21,000	31,360	39,000	45,000	46,075	14	37,394
Aircraft Aerospace	Masters	22,220	28,900	34,320	40,000	49,989	62	34,932
Other Manufacturing	Masters	19,111	26,500	31,800	35,600	47,900	59	32,178
Not Otherwise Specif	Masters	19,572	26,400	33,789	45,000	61,844	58	36,111

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 15c. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	English & Journalism	$32,000	$32,020	$43,524	$45,000	$54,501	8	$41,730
	Foreign Languages	30,000	41,596	42,000	45,000	52,000	6	42,599
	Liberal Arts	32,000	32,158	38,000	43,000	46,100	8	39,539
Other Government	English & Journalism	28,000	34,000	34,398	35,600	45,000	10	35,491
	Foreign Languages	26,700	34,428	37,000	41,800	42,600	6	37,088
	Liberal Arts	27,924	34,500	34,900	36,500	43,200	11	35,683
	Social Sciences	22,500	33,000	35,600	38,648	77,688	9	39,687
Academic - Genl Campus	Social Sciences	23,780	33,000	38,850	46,000	59,000	8	41,204
Non-Profit Org/Inst	English & Journalism	22,000	30,000	35,673	38,500	50,000	7	36,882
	Foreign Languages	28,800	29,900	34,000	40,000	41,200	8	35,758
	Liberal Arts	22,000	25,000	33,000	40,000	70,000	8	38,026
	Social Sciences	28,000	32,390	35,000	35,700	42,209	11	35,327
Trans Pub Util Comm	English & Journalism	22,000	31,300	37,000	41,912	46,200	6	36,547
Bank Finance Realest	English & Journalism	28,500	30,000	35,000	37,730	50,000	8	37,529
Accounting	English & Journalism	25,500	31,500	35,000	40,000	42,500	6	35,750
Legal Services	Social Sciences	23,400	36,000	37,500	39,000	44,000	7	37,297
Petroleum Refining	English & Journalism	32,400	33,840	36,288	37,400	45,000	7	37,707

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 15d. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Biomedical	$22,100	$27,716	$31,000	$36,032	$72,000	11	$34,533
	Business, Economics	25,000	29,564	36,400	37,646	42,000	11	35,209
	Earth Sciences	24,000	30,000	32,000	37,646	40,897	10	32,748
	Education	23,212	28,200	34,000	39,500	52,937	29	34,928
	English & Journalism	22,953	28,000	33,000	40,000	62,474	46	35,871
	Fine & Applied Arts	21,430	31,412	33,000	40,897	52,903	6	36,524
	Foreign Languages	24,250	35,000	41,000	44,000	52,903	11	40,032
	Liberal Arts	22,352	29,100	35,432	40,100	57,117	29	36,363

Table 15d. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Physical Sciences	20,200	23,440	42,000	47,640	54,114	13	39,140
	Social Sciences	21,933	27,675	33,218	40,000	51,405	51	34,617
Other Government	Biomedical	23,100	28,200	30,000	31,000	31,491	6	29,049
	Education	19,750	21,000	25,164	31,000	44,825	16	28,270
	English & Journalism	19,856	26,119	30,574	38,900	51,309	34	32,539
	Fine & Applied Arts	20,000	25,975	28,308	30,762	44,158	10	29,446
	Foreign Languages	21,485	22,000	28,308	31,878	37,000	8	28,726
	Liberal Arts	21,075	22,716	28,000	34,788	37,560	29	28,960
	Philosophy & Religion	22,428	22,800	27,000	36,715	42,320	8	30,389
	Social Sciences	19,678	25,400	32,000	41,000	62,375	35	34,922
Public Library—Subjt	English & Journalism	22,741	26,000	28,000	31,000	35,247	12	28,755
	Liberal Arts	20,400	32,000	33,765	45,706	55,263	6	37,189
	Social Sciences	17,400	23,213	29,029	32,000	40,000	11	28,173
Public Libr—Genl	English & Journalism	18,600	24,000	28,500	35,000	89,000	11	38,203
	Liberal Arts	21,655	24,624	32,000	50,445	65,000	9	38,639
	Social Sciences	21,252	27,820	32,000	38,000	63,300	8	37,473
Academic-Subj Dept	Biomedical	20,129	22,880	28,080	35,000	60,651	37	32,300
	Business, Economics	24,291	28,500	33,000	42,000	65,267	26	38,249
	Earth Sciences	21,000	25,000	28,000	33,952	40,500	6	29,984
	Education	19,137	23,500	31,440	35,955	64,500	25	34,095
	Engineering	20,200	24,000	27,000	29,304	41,000	7	28,501
	English & Journalism	19,383	24,149	31,000	40,000	57,902	45	33,987
	Fine & Applied Arts	24,675	26,600	29,870	36,711	52,000	10	33,191
	Foreign Languages	21,414	25,000	28,000	33,000	73,500	18	34,044
	Law	22,000	30,168	45,600	54,000	85,000	8	47,828
	Liberal Arts	19,850	26,000	32,000	36,000	57,000	37	33,429
	Physical Sciences	22,441	26,000	31,000	42,953	54,470	35	34,463
	Social Sciences	19,907	26,500	30,000	36,420	53,394	64	32,168
Academic-Genl Campus	Biomedical	19,900	21,600	26,800	32,6[illegible]	55,900	25	30,331
	Business, Economics	21,500	26,500	29,000	37,900	77,625	24	35,549
	Earth Sciences	20,000	22,200	26,700	30,500	53,000	9	29,777
	Education	20,833	25,000	34,300	43,730	59,200	22	36,007
	English & Journalism	20,400	26,000	31,637	38,600	63,967	34	34,232
	Fine & Applied Arts	19,544	23,500	24,899	28,000	37,100	16	26,616
	Foreign Languages	19,750	20,200	28,412	48,060	51,642	9	33,600
	Liberal Arts	18,800	24,700	27,004	36,408	46,311	38	30,275
	Physical Sciences	20,700	24,000	31,298	38,000	70,000	13	35,668

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Academic-Genl Campus	Philosophy & Religion	17,500	20,000	26,170	26,800	43,730	9	27,011
	Social Sciences	19,708	26,500	32,876	39,338	55,548	57	34,280
Non-Profit Org Inst	Biomedical	18,752	23,000	30,000	34,700	45,173	24	30,985
	Business, Economics	25,000	27,000	32,100	45,300	64,000	16	38,294
	Earth Sciences	23,000	29,000	32,800	37,200	46,640	7	34,163
	Education	19,234	25,000	29,200	36,582	55,360	49	31,865
	Engineering	18,800	25,000	30,000	31,000	51,246	7	33,092
	English & Journalism	18,629	26,859	31,580	37,680	54,239	100	32,726
	Fine & Applied Arts	17,000	26,500	30,036	35,100	54,000	34	31,573
	Foreign Languages	19,000	26,847	31,000	36,456	43,580	26	31,316
	Liberal Arts	16,116	23,000	31,000	38,500	54,700	63	31,999
	Physical Sciences	18,250	28,101	33,000	42,600	72,000	20	37,749
	Philosophy & Religion	22,000	26,000	29,427	36,000	45,000	10	31,468
	Social Sciences	19,315	25,500	31,000	36,750	48,151	71	31,703
Trans Pub Util Comm	Business, Economics	27,800	31,250	37,920	42,800	50,000	10	38,027
	Education	27,500	27,936	31,500	37,560	42,800	9	33,580
	English & Journalism	26,550	31,900	36,000	40,000	50,298	24	36,991
	Fine & Applied Arts	25,000	30,000	31,720	45,000	49,500	6	35,537
	Liberal Arts	23,070	28,028	35,000	39,000	43,800	21	34,345
	Social Sciences	27,800	36,000	40,000	46,020	68,700	14	41,617
Bank Finance Realest	Business, Economics	28,140	30,600	36,000	45,000	54,000	7	39,649
	Education	20,064	28,300	32,006	38,400	55,000	11	35,273
	English & Journalism	21,360	24,500	31,422	33,000	55,500	21	32,814
	Foreign Languages	35,000	36,300	43,800	48,000	70,000	6	46,517
	Liberal Arts	21,158	25,300	34,000	45,000	64,250	24	36,872
	Social Sciences	25,833	30,000	36,400	41,000	60,250	19	38,367
Accounting	English & Journalism	14,650	25,000	30,800	35,000	50,250	19	31,721
	Liberal Arts	17,900	25,000	30,000	33,200	44,250	21	30,459
	Social Sciences	26,400	28,500	34,000	42,500	50,000	8	37,535
Hosp Medical Service	Education	18,500	22,000	22,800	28,787	31,000	6	24,373
	English & Journalism	27,000	28,000	28,100	35,000	38,000	6	31,350
Engineer Archit	Business, Economics	20,300	23,000	27,000	38,600	52,000	7	33,386
	Education	13,000	19,000	22,000	31,000	37,000	10	25,395
	English & Journalism	19,250	26,496	30,000	32,800	41,026	20	30,440
	Fine & Applied Arts	20,000	23,100	24,000	32,000	35,000	6	26,683

Table 15d. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
	Foreign Languages	27,000	28,800	32,700	34,320	48,500	6	34,031
	Liberal Arts	19,500	22,000	24,300	29,040	35,700	15	26,463
	Social Sciences	18,200	28,000	32,000	34,424	40,260	11	31,693
Insurance	Education	28,788	30,000	34,840	37,000	38,200	11	34,075
	English & Journalism	20,082	27,750	30,750	33,200	50,000	12	32,815
	Liberal Arts	27,500	35,000	39,200	44,000	63,500	7	43,343
	Social Sciences	19,500	23,750	29,000	32,851	58,000	13	31,137
Advertising Market	English & Journalism	25,000	28,000	34,000	38,000	73,500	16	38,219
	Foreign Languages	18,500	28,100	30,000	35,000	52,000	6	32,933
	Liberal Arts	26,000	28,000	35,000	44,000	55,200	11	37,809
	Social Sciences	21,000	25,200	35,500	43,000	55,000	13	35,357
Legal Services	Business, Economics	24,000	28,300	30,000	53,000	70,500	6	39,633
	Education	15,700	28,000	29,500	38,000	52,000	12	33,808
	English & Journalism	20,833	27,300	32,000	36,000	46,667	28	33,002
	Fine & Applied Arts	22,000	24,000	29,225	32,400	75,000	10	33,548
	Law	30,000	39,000	48,000	50,400	87,750	15	50,915
	Foreign Languages	23,500	30,000	36,720	42,000	46,000	14	35,459
	Liberal Arts	22,113	27,360	33,000	39,900	69,700	38	35,886
	Social Sciences	17,163	25,300	34,200	40,000	65,500	43	35,441
Consulting Services	Business, Economics	25,000	29,700	37,800	45,000	68,000	9	40,461
	Education	22,500	24,000	28,912	35,000	66,500	13	32,018
	English & Journalism	26,500	31,200	35,000	47,000	64,000	20	40,432
	Fine & Applied Arts	21,000	27,000	30,000	35,000	48,000	9	31,889
	Foreign Languages	27,000	30,000	40,000	43,500	78,000	11	41,200
	Liberal Arts	22,167	29,000	36,217	43,000	61,000	29	38,076
	Physical Sciences	28,860	31,000	36,700	37,000	52,500	7	36,909
	Social Sciences	23,250	26,800	33,900	37,000	48,500	21	33,669
Other Non Manufact	Biomedical	18,868	23,000	35,000	35,900	75,500	7	36,353
	Business, Economics	19,500	23,000	27,250	35,000	50,000	9	30,061
	Education	21,800	25,000	28,200	40,000	52,000	9	32,922
	English & Journalism	24,349	27,404	35,000	40,000	65,000	24	37,463
	Foreign Languages	25,200	25,500	26,100	35,000	38,400	6	30,867
	Liberal Arts	20,850	28,600	31,500	35,000	45,000	16	32,618
	Social Sciences	16,250	27,000	30,000	35,000	48,250	22	31,476
Newspaper Publicat	Business, Economics	14,000	21,000	23,000	31,600	37,287	8	26,395
	Education	14,000	17,400	27,000	31,408	42,000	11	26,019
	English & Journalism	18,720	27,100	34,320	41,000	61,049	46	35,926

Table 16a. Salary Distribution by Years of Other Professional Experience in Canada

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	$21,343	$31,400	$35,700	$42,000	$55,678	351	$36,700
6-10 yrs.	22,125	30,200	35,000	40,300	55,088	38	36,017
11-15 yrs.	25,962	31,900	36,000	47,232	84,000	20	42,485

Table 16b. Salary Distribution by Years of Other Professional Experience in United States

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	$19,425	$26,700	$32,000	$39,500	$57,864	2,801	$34,098
6-10 yrs.	20,352	27,000	31,720	39,000	53,916	333	33,488
11-15 yrs.	19,918	25,000	31,298	40,897	65,319	130	35,027
16-20 yrs.	18,808	29,000	34,140	39,000	50,317	45	33,786
21-25 yrs.	20,685	28,101	33,000	40,356	73,100	28	38,006
26 yrs. or more	21,972	27,000	33,000	37,200	62,000	20	35,453

Table 16c. Salary Distribution by Years of Library Experience in Canada

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	$21,570	$26,500	$32,000	$35,700	$47,770	127	$31,905
6-10 yrs.	24,364	32,000	35,000	40,872	55,695	126	36,918
11-15 yrs.	20,988	34,000	38,400	43,000	55,211	76	38,453
16-20 yrs.	26,890	34,787	43,000	46,000	57,415	45	41,303
21-25 yrs.	31,000	41,040	45,312	51,774	68,032	24	48,080
26 yrs. or more	17,454	35,000	42,000	45,500	78,094	19	43,345

Table 16d. Salary Distribution by Years of Library Experience in United States

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	$16,991	$22,800	$26,460	$31,000	$43,750	763	$27,576
6-10 yrs.	19,720	26,200	30,762	36,000	49,774	884	31,848
11-15 yrs.	21,288	28,600	33,900	40,000	55,302	811	35,154
16-20 yrs.	23,705	30,488	36,000	44,243	64,088	474	38,843
21-25 yrs.	24,466	34,000	40,000	50,000	68,038	202	42,256
26 yrs. or more	24,627	34,184	42,000	51,600	73,554	223	44,197

Table 16e. Salary Distribution by Total Years of Professional Experience in Canada

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	$23,473	$27,000	$31,000	$36,000	$41,086	70	$31,563
6-10 yrs.	24,141	31,536	34,300	38,648	48,816	110	35,071
11-15 yrs.	17,378	33,100	38,000	42,500	53,665	88	37,239
16-20 yrs.	25,237	32,000	38,000	44,999	60,693	58	39,559
21-25 yrs.	29,000	36,992	45,000	50,000	66,516	40	45,567
26 yrs. or more	22,303	36,000	42,000	50,000	79,729	33	45,439

Table 16f. Salary Distribution by Total Years of Professional Experience in United States

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	$17,336	$22,100	$25,899	$30,000	$39,592	340	$26,449
6-10 yrs.	18,608	25,050	30,000	34,500	45,343	721	30,407
11-15 yrs.	20,372	27,400	32,800	39,205	53,327	840	33,986
16-20 yrs.	22,127	28,300	34,000	42,500	61,404	617	36,605
21-25 yrs.	22,339	30,488	37,100	45,000	62,984	298	38,880
26 yrs. or more	24,000	32,800	40,000	50,325	71,816	392	42,498

Table 17a. Salary Distribution by Total Years of Professional Experience for Men and Women in Canada

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	Female	$23,318	$27,300	$31,000	$36,000	$41,433	60	$31,727
	Male	$24,400	$25,000	$28,000	$35,750	$38,400	10	$30,575
6-10 yrs.	Female	23,855	31,400	34,428	38,000	46,608	97	34,630
	Male	27,500	32,020	34,000	45,000	61,000	13	38,358
11-15 yrs.	Female	16,400	32,805	37,500	42,209	53,873	75	36,785
	Male	33,624	34,600	40,000	43,000	52,000	13	39,857
16-20 yrs.	Female	24,685	32,000	37,500	44,000	61,832	52	38,856
21-25 yrs.	Female	29,000	36,000	45,000	49,504	66,250	36	44,700
26 yrs. or more	Female	18,923	36,000	40,000	45,312	64,000	20	41,801
	Male	29,063	35,000	48,000	60,000	83,000	13	51,036

Table 17b. Salary Distribution by Total Years of Professional Experience for Men and Women in United States

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-5 yrs.	Female	$17,071	$22,000	$25,899	$30,000	$38,849	303	$26,307
	Male	$20,313	23,000	25,915	30,000	44,610	36	27,713
6-10 yrs.	Female	18,357	25,000	29,940	34,115	45,070	619	30,132
	Male	20,494	27,250	31,275	36,000	46,622	100	32,002
11-15 yrs.	Female	20,257	27,000	32,500	39,300	52,917	700	33,839
	Male	20,991	28,175	34,000	39,000	55,376	138	34,685
16-20 yrs.	Female	22,160	28,200	33,500	40,920	60,540	530	36,071
	Male	22,278	30,400	39,000	47,000	64,786	86	40,059
21-25 yrs.	Female	21,933	29,896	36,408	44,160	62,621	233	38,252
	Male	24,133	33,260	39,250	46,000	65,708	64	40,962
26 yrs. or more	Female	23,233	32,456	38,000	46,500	64,884	276	40,428
	Male	25,953	36,500	43,000	54,000	80,271	113	47,481

Table 18a. Salary Distribution by Years with Present Employer in Canada

Years With Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Less than One Year	$25,000	$25,500	$36,900	$38,648	$44,100	8	$34,939
One Year	21,955	27,300	32,400	36,200	47,133	62	32,458
Two Years	25,186	28,300	33,624	39,000	56,755	42	35,712
Three Years	22,100	30,000	34,000	36,000	55,671	41	34,594
Four Years	23,133	27,660	33,170	37,500	42,133	32	32,749
Five Years	15,667	29,900	34,900	38,850	47,560	27	33,471
6-10 Years	24,241	33,400	38,000	44,000	64,632	123	39,846
11-15 Years	14,125	32,000	37,172	43,590	56,604	38	37,680
16-20 Years	26,831	40,000	45,000	49,600	61,309	26	43,872
21-25 Years	34,500	38,500	45,312	49,504	65,000	12	46,749
26 Years or More	28,000	32,000	34,000	45,500	83,000	6	44,283

Table 18b. Salary Distribution by Years with Present Employer in United States

Years With Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Less than One Year	$18,855	$24,000	$29,500	$35,000	$55,484	126	$31,169
One Year	18,396	24,000	28,500	34,100	49,348	438	29,984
Two Years	17,348	24,250	28,200	34,000	48,714	369	29,979
Three Years	19,363	25,182	30,000	35,000	49,641	326	31,123
Four Years	19,747	27,000	31,595	37,400	52,677	236	32,975
Five Years	19,591	25,000	30,488	37,300	52,797	206	32,230
6-10 Years	19,775	28,000	32,851	39,900	57,876	784	34,782
11-15 Years	22,694	30,000	36,073	43,700	62,641	399	38,149
16-20 Years	23,678	32,000	38,000	47,640	68,429	249	40,848
21-25 Years	23,461	32,000	38,000	44,220	62,362	115	39,331
26 Years or More	24,036	33,000	42,000	50,700	69,035	109	42,500

Table 19a. Salary Distribution by Number of Employers for Canada

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
One Employer	$20,395	$27,787	$34,000	$40,000	$55,424	102	$34,770
Two Employers	22,832	31,300	35,600	40,300	50,100	128	35,816
Three Employers	23,563	33,100	38,196	44,147	59,785	79	39,236
Four Employers	17,799	32,805	37,000	42,500	61,267	55	37,770
Five Employers	27,612	32,000	40,800	45,000	56,251	18	40,917
Six Employers	33,624	36,000	45,205	65,000	70,000	8	50,984
Ten or More	22,000	26,500	39,768	45,000	63,000	6	39,378

Table 19b. Salary Distribution by Number of Employers for United States

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
One Employer	$18,428	$25,000	$30,291	$37,000	$53,723	853	$32,061
Two Employers	19,643	26,500	31,900	39,180	56,391	828	33,761
Three Employers	20,708	27,720	33,540	41,652	60,174	674	35,720
Four Employers	21,150	28,000	33,000	40,000	60,831	460	35,146
Five Employers	19,923	27,500	32,550	40,000	58,943	213	34,849
Six Employers	19,348	26,173	32,500	39,500	63,727	126	34,663
Seven Employers	20,614	28,825	35,500	43,940	59,515	47	36,841
Eight Employers	21,636	27,555	31,637	38,000	69,500	27	35,768
Nine Employers	24,200	28,497	33,650	39,860	72,500	15	38,548
Ten or More	21,200	29,100	35,000	40,505	54,955	36	36,376

Table 20a. Distribution of Respondents by Race and Minority Group Categories in Canada

Category	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Asian, Pac Islander	$20,000	$28,000	$33,500	$37,000	$43,000	13	$33,380
White	21,700	31,500	35,900	42,500	59,208	393	37,199

Table 20b. Distribution of Respondents by Race and Minority Group Categories in United States

Category	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Asian, Pac Islander	$18,419	$28,000	$34,000	$41,868	$57,171	68	$35,909
Black	19,740	24,000	30,000	36,500	50,136	68	31,902
Hispanic	22,239	26,200	32,000	35,724	41,067	28	31,240
White	19,557	26,800	32,000	39,500	58,049	3,157	34,098

Table 21a. Age Distribution of Respondents in Canada and United States

Age Group	1970	1973	1976	1979	1982	1985	1988
20-29	10%	16%	21%	20%	16%	10%	7%
30-39	18	21	24	32	40	43	41
40-49	32	27	23	19	19	23	30
50-59	29	27	25	21	18	18	16
60 & Over	10	9	7	7	6	6	6
No Response	1	<1	<1	1	1	<1	<1
	100%	100%	100%	100%	100%	100%	100%

Table 21b. Salary Distribution by Age Group in Canada

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
20-29	$21,280	$25,000	$28,300	$35,000	$42,120	51	$30,197
30-39	22,793	31,536	35,000	40,000	49,230	182	35,476
40-49	24,072	34,600	39,000	45,000	67,257	113	41,252
50-59	20,675	30,000	37,172	45,500	66,003	56	39,273
60 & over	16,173	32,000	39,768	42,500	72,844	15	40,306

Table 21c. Salary Distribution by Age Group in United States

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
20-29	$16,399	$22,700	$26,000	$30,000	$36,758	211	$26,355
30-39	19,405	26,062	31,000	37,000	51,180	1,345	32,199
40-49	20,666	28,000	33,500	41,300	59,374	1,021	35,623
50-59	19,518	28,300	34,800	43,181	64,363	564	36,858
60 & over	20,499	30,000	36,000	46,500	70,548	210	39,372

Table 22a. Employment Status, April 1, 1987 — April 1, 1988 for Canada

Employed	353
Unemployed	12
Invalid Responses	68

Table 22b. Employment Status, April 1, 1987 — April 1, 1988 for United States

Employed	3,062
Unemployed	143
Invalid Responses	359

Table 23a. Salary Distribution by Job Title in Canada

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	$27,760	$35,000	$40,000	$46,200	$68,285	157	$42,421
Asst / Section Head	24,400	33,322	38,000	44,147	59,541	41	39,307
Libr / Info Specialist	20,298	28,300	33,000	38,000	45,620	202	33,235
Support Staff	16,000	20,000	24,000	24,900	32,000	7	24,414

Table 23b. Salary Distribution by Job Title in United States

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	$23,510	$31,500	$38,000	$47,000	$67,126	1,182	$40,429
Asst / Section Head	21,481	28,000	33,000	38,808	49,895	437	33,819
Libr / Info Specialist	18,375	24,435	29,000	33,600	46,211	1,649	29,751
Support Staff	14,217	18,500	20,121	27,408	37,667	29	23,359

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Newspaper Publicat	Fine & Applied Arts	17,100	25,000	28,000	41,000	57,170	14	32,524
	Liberal Arts	18,613	25,272	37,483	44,700	59,057	27	37,235
	Social Sciences	21,025	29,900	31,720	36,000	47,405	18	33,751
Chemicals Allied Pd	Biomedical	28,100	32,445	36,192	40,000	46,370	16	36,884
	Business, Economics	20,000	28,200	36,792	45,000	47,000	8	36,737
	English & Journalism	25,000	28,440	33,492	38,000	44,220	13	33,963
	Liberal Arts	19,500	24,720	29,820	38,000	55,764	12	31,962
	Physical Sciences	29,800	34,000	36,792	47,000	67,175	35	41,987
	Social Sciences	27,000	28,200	30,000	30,900	33,000	7	30,137
Processed Foods	English & Journalism	24,000	29,800	35,000	37,000	46,700	10	34,488
	Social Sciences	21,500	27,000	31,000	37,000	58,000	8	34,997
Pharmaceuticals	Biomedical	25,700	33,528	40,000	50,000	58,050	22	41,551
	English & Journalism	20,500	28,000	36,000	39,900	58,000	11	37,059
	Liberal Arts	23,000	29,400	38,000	44,500	50,000	14	37,773
	Physical Sciences	28,576	33,500	42,500	50,500	65,664	18	43,734
	Social Sciences	28,000	30,000	33,400	39,900	61,000	13	36,665
Petroleum Refining	English & Journalism	26,460	28,800	30,477	44,500	70,000	8	40,826
	Liberal Arts	27,600	29,400	35,000	37,300	40,080	7	34,069
	Physical Sciences	31,500	43,680	52,000	58,500	67,530	10	50,341
Office Comp Acct Mac	English & Journalism	26,000	32,225	34,500	50,040	51,780	12	40,299
	Liberal Arts	26,000	27,408	31,497	35,000	40,000	9	32,149
Electrical Equip Sup	English & Journalism	26,853	27,000	30,500	35,000	47,000	9	33,237
	Liberal Arts	21,500	24,500	28,500	28,700	33,000	7	27,380
	Social Sciences	20,000	26,800	30,000	36,952	44,200	11	32,000
Aircraft Aerospace	Business, Economics	25,000	34,140	39,000	39,520	45,000	7	37,523
	Education	23,067	28,765	32,100	39,000	52,468	8	35,776
	English & Journalism	20,600	25,000	31,928	42,500	50,896	17	34,030
	Foreign Languages	26,000	30,000	31,200	35,308	38,272	6	32,630
	Liberal Arts	23,870	27,000	29,369	36,000	48,308	11	33,292
	Physical Sciences	22,152	26,400	32,500	36,000	40,920	6	32,162
	Social Sciences	21,200	26,400	34,000	37,440	43,500	13	32,906
Other Manufacturing	Education	19,050	20,100	32,000	35,000	54,100	9	31,671
	English & Journalism	21,500	24,500	31,800	35,000	48,000	19	32,002
	Physical Sciences	24,000	27,096	31,218	40,000	48,700	8	34,590
	Social Sciences	19,782	25,000	30,180	35,100	51,066	15	32,073

*See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table

Table 23c. Salary Distribution by Job Titles Within Major Regions in Canada

Job Title	Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	Canada	$28,000	$34,000	$40,000	$41,126	$48,500	7	$38,619
	Montreal	25,293	32,000	41,200	49,088	67,220	26	43,576
	Ottawa	34,781	41,596	45,000	46,100	74,250	19	46,940
	Toronto	29,066	35,000	39,000	46,800	69,836	72	42,334
	Victoria-Vancouver	27,924	29,063	34,500	41,067	52,000	14	36,526
	Calgary-Edmonton	30,150	35,000	38,196	42,600	63,208	19	42,396
Asst. Section Head	Montreal	21,200	30,000	37,000	41,000	53,160	14	36,228
	Toronto	30,000	32,000	35,000	39,000	83,000	11	40,104
	Calgary-Edmonton	34,900	38,000	43,000	46,000	52,500	12	42,824
Libr. Info Specialist	Canada	23,780	24,500	30,000	36,400	49,600	9	31,753
	Montreal	19,262	28,000	31,900	38,000	49,308	43	33,318
	Ottawa	21,000	27,000	32,000	36,000	39,768	9	31,900
	Toronto	22,663	27,960	33,000	36,500	44,869	100	32,871
	Victoria-Vancouver	30,000	32,500	34,398	38,904	44,000	9	36,177
	Calgary-Edmonton	28,400	33,000	36,000	40,800	44,287	32	36,476

Table 23d. Salary Distribution by Job Titles Within Census Divisions of United States

Job Title	Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	New England	$22,475	$30,000	$37,600	$47,000	$62,509	116	$39,540
	Middle Atlantic	24,962	35,000	42,000	51,000	72,391	299	44,136
	South Atlantic	23,275	30,000	36,540	44,220	65,409	184	39,026
	East South Central	18,250	26,000	32,400	46,800	65,250	17	36,703
	East North Central	23,591	31,000	38,000	45,000	64,244	203	39,332
	West North Central	20,791	27,814	32,250	40,232	66,000	62	36,487
	West South Central	21,999	31,046	36,500	42,000	63,362	68	38,018
	Mountain	22,112	27,982	31,720	36,500 -	47,994	39	33,009
	Pacific	25,968	34,000	39,500	47,000	66,526	194	41,651
Asst Section Head	New England	20,425	30,000	32,000	37,192	46,256	26	33,508
	Middle Atlantic	21,833	29,000	33,200	39,000	51,314	124	34,661
	South Atlantic	21,452	27,000	32,500	37,646	46,991	92	32,829
	East South Central	18,200	26,326	29,120	37,000	39,600	8	31,209
	East North Central	23,022	28,400	32,262	39,500	48,662	58	34,041
	West North Central	19,704	24,228	30,488	36,500	45,300	31	30,417
	West South Central	21,000	25,300	29,685	32,000	48,160	21	31,195
	Mountain	23,000	24,350	28,000	38,400	45,300	14	31,772
	Pacific	23,314	30,000	36,420	40,000	54,254	63	36,868
Libr Info Specialist	New England	19,336	25,000	29,000	32,600	43,573	130	29,318
	Middle Atlantic	19,196	25,000	30,000	35,000	50,224	349	31,066
	South Atlantic	18,834	24,200	28,356	34,000	49,127	273	30,175
	East South Central	19,025	22,983	26,500	32,445	42,048	42	27,992
	East North Central	17,697	23,500	28,200	32,799	42,793	305	28,724
	West North Central	16,011	22,000	25,234	29,800	38,489	94	25,947
	West South Central	17,813	22,900	27,200	30,700	47,553	87	28,379
	Mountain	16,359	23,000	26,000	31,450	40,501	81	27,232
	Pacific	20,235	27,560	30,931	35,108	45,756	288	31,659
Support Staff	Pacific	18,130	18,500	22,000	24,700	31,200	8	23,078

Table 25a. Salary Distribution by Budget Range in Canada

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	$21,250	$25,992	$28,000	$32,390	$55,730	18	$31,207
$25,000-49,999	20,733	24,500	29,000	34,500	44,006	28	30,653
$50,000-74,999	24,350	25,000	30,000	33,013	39,193	37	30,279
$75,000-99,999	17,333	28,750	32,214	34,500	41,770	34	31,476
$100,000-250,000	23,840	34,000	37,400	41,264	50,803	134	37,492
Above $250,000	25,392	35,000	40,600	46,100	69,736	133	42,271

Table 25b. Salary Distribution by Budget Range in United States

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	$15,313	$21,000	$25,000	$30,000	$43,292	155	$26,327
$25,000-49,999	17,303	21,600	25,500	30,000	39,999	245	26,548
$50,000-74,999	18,834	24,500	28,600	33,000	42,330	252	29,219
$75,000-99,999	19,973	26,000	30,000	34,840	45,017	202	30,911
$100,000-250,000	21,312	28,000	32,100	37,200	48,536	786	33,063
Above $250,000	21,698	30,000	36,711	45,600	66,069	1,387	38,935

Table 24a. Salary Distribution by Job Title for Men and Women in Canada

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	Female	$27,389	$35,000	$39,000	$45,205	$66,366	130	$41,423
	Male	29,651	37,445	45,000	52,000	74,084	26	46,949
Asst. Section Head	Female	25,800	34,000	39,000	44,147	51,041	35	38,914
	Male	24,400	33,000	35,000	38,455	83,000	6	41,601
Libr. Info Specialist	Female	20,220	28,000	33,000	37,172	45,122	176	32,829
	Male	22,500	32,020	35,500	42,543	47,533	25	36,284
Support Staff	Female	16,000	20,000	24,000	30,000	32,000	6	24,333

Table 24b. Salary Distribution by Job Title for Men and Women in United States

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	Female	$23,049	$31,000	$37,200	$45,600	$63,721	958	39,302
	Male	26,678	35,000	43,000	52,000	75,908	221	45,344
Asst. Section Head	Female	21,454	28,000	33,000	38,000	49,385	348	33,627
	Male	21,735	27,000	33,100	40,000	51,879	86	34,438
Libr. Info Specialist	Female	18,152	24,148	28,676	33,000	45,036	1,412	29,347
	Male	19,821	25,915	30,160	37,000	51,986	233	32,091
Support Staff	Female	14,217	18,500	21,200	27,408	36,509	25	23,333

Table 26a. Salary Distribution by Budget Range With Organizational Entity in Canada

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	Library	$20,000	$25,992	$30,000	$35,000	$70,000	11	$33,814
$25,000-49,999	Library	21,000	26,964	29,000	38,400	42,000	18	31,109
	Information Center	21,200	22,000	24,000	29,100	33,000	6	26,050
$50,000-74,999	Library	25,000	26,500	30,000	33,000	36,011	26	29,943
	Information Center	24,000	27,500	27,787	33,013	43,600	6	31,317
$75,000-99,999	Library	13,500	26,500	33,030	35,000	39,605	22	31,049
	Information Center	28,000	28,750	31,900	32,000	46,100	7	33,536
$100,000-250,000	Library	24,488	34,398	38,000	42,000	49,938	82	38,046
	Information Center	23,743	34,000	35,750	37,500	41,433	25	34,972
	Other	27,000	31,000	34,900	45,000	58,500	23	37,959
Above $250,000	Library	25,359	35,500	41,000	46,100	65,452	89	41,952
	Information Center	25,900	28,500	35,500	43,000	73,000	20	40,709
	Other	31,550	35,000	41,200	46,200	82,500	19	45,778

Table 26b. Salary Distribution by Budget Range With Organizational Entity in United States

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	Library	$14,367	$20,000	$23,500	$27,800	$42,049	93	$24,874
	Information Center	21,000	25,000	29,700	35,000	39,250	22	29,900
	Other	15,627	21,000	25,000	30,000	46,700	36	27,233
$25,000-49,999	Library	17,654	21,840	25,000	29,500	40,137	169	26,391
	Information Center	16,185	21,500	27,000	31,000	38,000	29	27,197
	Other	16,625	20,045	26,200	31,500	41,775	42	26,814
$50,000-74,999	Library	18,422	24,000	28,100	32,000	39,689	153	28,265
	Information Center	20,421	26,400	30,000	36,000	48,800	58	31,652
	Other	18,700	25,000	27,600	31,500	40,467	34	28,803
$75,000-99,999	Library	19,424	25,200	30,000	34,270	43,761	131	30,269
	Information Center	24,926	28,000	32,000	34,452	47,425	35	32,856
	Other	19,782	26,700	30,000	38,324	46,333	30	31,875
$100,000-250,000	Library	21,102	28,000	32,000	37,000	47,429	529	32,699
	Information Center	22,099	28,101	33,000	38,000	52,040	131	34,112
	Other	21,435	28,035	32,000	38,896	48,524	115	33,434
Above $250,000	Library	20,900	29,000	36,000	44,782	65,359	969	38,123
	Information Center	24,605	33,000	39,600	48,000	66,134	204	41,403
	Other	24,226	30,750	37,800	46,000	69,112	176	40,465

Table 27a. Salary Distribution by Budget Range With Type of Institution in Canada

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$25,000-49,999	Other Government	$27,900	$28,000	$33,400	$38,400	$47,019	6	$34,787
$50,000-74,999	Federal Government	25,000	27,000	30,000	32,000	37,172	6	30,195
$100,000-250,000	Federal Government	37,172	38,000	41,264	42,000	44,999	8	40,989
	Other Government	27,312	34,398	35,600	38,196	42,172	16	35,954
	Non-Profit Org/ Inst	22,865	34,000	35,673	40,000	47,220	18	36,079
	Trans Pub Util Comm	22,000	38,000	41,000	44,000	49,504	11	39,929
	Bank Finance Realest	28,400	34,000	35,000	37,730	50,000	6	36,813
	Accounting	25,500	31,500	33,000	38,000	42,500	11	34,500
	Legal Services	33,000	33,170	36,000	37,500	44,000	7	37,381
Above $250,000	Federal Government	32,020	39,000	43,000	45,205	54,501	14	42,650
	Other Government	34,161	35,000	37,445	43,200	70,994	21	43,040
	Academic-Subj Dept	30,000	33,322	41,126	45,000	67,597	11	42,269
	Academic-Genl Campus	23,914	33,100	43,000	46,000	54,500	16	41,168
	Non-Profit Org/ Inst	30,200	35,000	39,208	41,067	53,000	11	39,470
	Trans Pub Util Comm	37,000	39,676	48,000	49,088	66,064	9	47,781
	Bank Finance Realest	27,400	28,000	29,900	36,350	55,100	10	35,095
	Legal Services	36,000	37,181	39,000	43,680	44,000	6	39,977

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*

Table 27b. Salary Distribution by Budget Range With Type of Institution in United States

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	Federal Government	$22,300	$22,907	$23,500	$24,000	$38,000	7	$25,802
	Other Government	19,000	19,300	23,200	28,000	34,500	13	24,613
	Academic-Subj Dept	15,000	20,200	23,460	31,000	40,000	11	25,683
	Non-Profit Org/Inst	16,104	21,000	24,000	30,000	49,000	19	26,556
	Engineer Archit Serv	13,000	19,000	21,800	27,000	27,800	10	21,980
	Consulting Services	22,000	25,000	30,000	35,000	38,500	11	30,455
	Other Non Manufact	19,500	23,000	28,600	33,000	49,000	9	30,108
	Newspaper Publicat	12,000	15,184	18,000	20,050	26,000	15	18,533
$25,000-49,999	Federal Government	23,094	24,000	27,716	32,000	44,000	7	31,204
	Other Government	19,750	22,800	25,975	27,505	33,746	18	25,907
	Academic-Subj Dept	18,384	20,225	25,000	28,000	37,650	17	25,653
	Non-Profit Org/Inst	16,125	20,000	23,000	26,500	37,550	41	24,260
	Bank Finance Realest	16,500	21,000	25,300	29,000	34,000	8	25,664
	Engineer Archit Serv	15,028	22,000	26,000	28,000	35,975	23	25,652
	Consulting Services	19,350	24,000	28,350	33,000	41,000	16	29,376
	Other Non Manufact	18,700	25,200	27,404	30,000	35,000	14	28,063
	Newspaper Publicat	16,120	18,200	20,000	21,500	33,000	9	21,486
	Chemicals Allied Pd	19,500	21,600	30,462	35,000	40,000	9	29,562
	Aircraft Aerospace	20,200	22,152	28,015	28,765	39,000	7	27,419
	Other Manufacturing	20,800	21,600	27,096	30,216	42,600	13	27,482
	Not Otherwise Specif	23,000	23,280	26,500	28,600	30,000	7	26,747
$50,000-74,999	Federal Government	20,200	23,671	31,500	35,108	36,539	9	29,786
	Other Government	19,750	20,912	24,924	29,100	32,823	20	25,772
	Academic-Subj Dept	22,000	25,000	28,920	32,456	40,000	13	29,755
	Non-Profit Org/Inst	16,975	24,000	28,500	32,000	43,080	45	29,109
	Trans Pub Util Comm	25,740	27,000	28,028	31,900	43,000	7	31,638
	Bank Finance Realest	24,500	30,000	32,500	36,000	73,500	6	38,583
	Engineer Archit Serv	18,250	21,200	28,392	31,275	38,500	15	28,204
	Advertising Market	21,120	28,356	32,000	34,000	38,000	11	31,089
	Legal Services	14,651	20,000	21,600	28,250	44,000	6	26,034
	Consulting Services	24,000	27,000	30,722	36,217	42,500	21	31,978

Revised
Eighth SLA Salary Survey

It is time once again for SLA's triennial salary survey. The objective of the survey is to collect and disseminate salary data for use by employers, employees, students, and guidance counselors.

A full-member survey is now conducted by SLA at three-year intervals. During the intervening years, the Association surveys a random sampling of members to obtain statistically valid current data without the expense of the in-depth survey. Such sampling surveys will be conducted in 1989 and 1990.

It is very important that you, as an SLA member, complete the questionnaire. The more returns, the more meaningful will be the resultant summaries.

As in previous years, the survey includes questions on the library budget, industry type, and job titles. This year, we have also included a section of general questions, the responses to which will help us better service the membership.

The deadline for return of the 1988 questionnaire is May 30, 1988. The data will be processed during the early summer. Comprehensive results of the survey will be made available late in the year as a separate publication. The *SLA Triennial Salary Survey* will contain salary breakdown by industry, by geographic region, by administrative responsibility, and by budget size. The results will also report separate figures for the United States and Canada.

Please return the completed questionnaire in the envelope provided. Thank you for your cooperation.

1 Geographical area of employment
U.S. (including APOs, PR., V.I.)

Indicate the geographical area in which you are employed by checking either: (1) the metropolitan area or (2) the broad geographical census division if your metropolitan area is not listed. *Do not check more than one box.*

NEW ENGLAND ☐ 6-01
(Me., N.H., Vt., Mass., R.I., Ct.)
- Boston; Lowell; Brockton ☐ -02
- Hartford; Springfield—Chicopee—Holyoke ☐ -03
- New Haven; Bridgeport; Norwalk; Stamford ☐ -04

MIDDLE ATLANTIC ☐ 6-11
(N.Y., N.J., Pa.)
- New York City (Nassau; Suffolk; Westchester & Rockland) ☐ -12
- Newark, N.J. (Essex, Morris & Union); Jersey City; Paterson—Clifton—Passaic; Middlesex; Somerset ☐ -13
- Philadelphia—Camden; Trenton; Reading; Lancaster ☐ -14
- Albany—Schenectady—Troy ☐ -15
- Syracuse; Utica—Rome ☐ -16
- Buffalo; Rochester, N.Y. ☐ -17
- Pittsburgh; Johnstown; Altoona ☐ -18

SOUTH ATLANTIC ☐ 6-21
(Del., Md., D.C., Va., W.Va., N.C., S.C., Ga., Fla., P.R.)
- Baltimore, Md.; Wilmington, Del.—N.J.—Md. ☐ -22
- Washington, D.C.—Md.—Va. ☐ -23
- Richmond, Va. ☐ -24
- Durham; Raleigh; Greensboro—Winston Salem ☐ -25
- Atlanta ☐ -26

EAST SOUTH CENTRAL ☐ 6-31
(Ky., Tenn., Ala., Miss.)
- Knoxville; Nashville ☐ -32
- Huntsville; Birmingham; Tuscaloosa; Gadsden ☐ -33

EAST NORTH CENTRAL ☐ -41
(Ohio, Ind., Ill., Mich., Wis.)
- Chicago; Gary—Hammond—East Chicago ☐ -42
- Cincinnati; Dayton; Hamilton; Columbus ☐ -43
- Cleveland; Akron; Canton; Youngstown—Warren ☐ -44
- Detroit; Flint; Kalamazoo; Jackson; Ann Arbor ☐ -45
- Milwaukee; Racine ☐ -46
- Indianapolis; Lafayette—West Lafayette; Anderson—Muncie ☐ -47
- Peoria; Bloomington—Normal; Champaign—Urbana ☐ -48

WEST NORTH CENTRAL ☐ 6-51
(Minn., Ia., Mo., N.D., S.D., Nebr., Kan.)
- Kansas City; St. Joseph ☐ -52
- Minneapolis—St. Paul ☐ -53
- St. Louis, Mo.—Ill. ☐ -54

WEST SOUTH CENTRAL ☐ 6-61
(Ark., La., Okla., Tex.)
- Oklahoma City; Tulsa ☐ -62
- New Orleans ☐ -63
- Houston; Galveston—Texas City; Beaumont—Port Arthur ☐ -64
- Dallas; Fort Worth; Sherman—Denison ☐ -65
- Austin; San Antonio ☐ -66

MOUNTAIN ☐ 6-71
(Mont., Idaho, Wyo., Colo., N.M., Ariz., Utah, Nev.)
- Albuquerque ☐ -72
- Denver; Colorado Springs; Pueblo ☐ -73
- Tucson; Phoenix ☐ -74

PACIFIC ☐ 6-81
(Wash., Ore., Calif., Alas., Haw.)
- Seattle—Everett; Tacoma ☐ -82
- Portland; Salem; Eugene ☐ -83
- S.F.—Oakland; San Jose; Stockton; Vallejo—Napa; Sacramento ☐ -84
- L.A.—Long Beach; Santa Barbara; Oxnard—Ventura ☐ -85
- San Diego ☐ -86
- Honolulu; Kailua ☐ -87

CANADA ☐ 6-91
(All provinces & territories)
- Calgary-Edmonton ☐ -96
- Montreal ☐ -92
- Ottawa ☐ -93
- Toronto ☐ -94
- Victoria & Vancouver ☐ -95

OTHER COUNTRIES ☐ 6-98

Ignore the numbers next to the boxes—they are for data-processing purposes only.

2 Age Group

Under 20	8-1
20-29	-2
30-39	-3
40-49	-4
50-59	-5
60 & over	-6

3 Sex

Female	9-1
Male	-2

4 Race

American Indian or Alaskan Native	10-1
Asian or Pacific Islander	-2
Black	-3
Hispanic	-4
White	-5
Other	-6

5 Employment Status on April 1, 1988

Full-time employed	11-1
Part-time employed	-2
Retired	-3
Not employed & *not* seeking employment	-4
Not employed *and* seeking employment	-5

6 Unemployment Between April 1, 1987 and March 31, 1988

	Yes	No
a. Were you unemployed for any portion of this period?	12-1	12-2
b. Was your employment terminated?		
By your employer?	13-1	13-2
On your own initiative?	14-1	14-2

c. How many months were you unemployed?
Insert number (0 to 12)

15 16

7 Enter your Basic Annual Salary (as of April 1, 1988, rounded to the nearest dollar). This should be your annual salary associated with your principal *full-time* professional employment (before deductions for income tax, social security, retirement, etc). *Do not* include bonuses, overtime, or other payments for professional services. *Do not* include subsistence allowances. (If unemployed, enter "zero.")

$

8 What type of institution or business is served by the library information center in which you are employed?

a. Federal government (U.S. or Canada), including military branches	22-1
b. Other government (state, provincial, local, international)	-2
c. Public library:	
In subject department	-3
In general public library	-4

8 (continued)

d. Academic institutions:	
In a subject department or research institute	-5
In a general campus library	-6
e. Other not-for-profit institution, organization, association	-7
f. For-profit corporation, non-manufacturing (specify type below; check only one box)	
Mining, agriculture, forestry, fisheries	-8
Transportation, public utility, communication	-9
Banking, finance, real estate	-A
Accounting	-B
Hospital and other medical services	-C
Engineering and architectural services	-D
Insurance	-E
Advertising, Marketing	-F
Commercial laboratory	-G
Legal services	-H
Information brokers (including self-employed)	-I
Consulting services (including self-employed)	-J
Other non-manufacturing	-K
g. For-profit corporation, manufacturing (specify type below; check only one box)	
Textiles, lumber, wood, paper, etc	-L
Newspapers, publications	-M
Chemicals & allied products	-N
Processed foods	-O
Pharmaceuticals	-P
Petroleum refining	-Q
Rubber, plastics, glass, ceramics, etc	-R
Metals & metal products	-S
Office, computing and accounting machines	-T
Other machines, except electrical	-U
Electrical equipment & supplies	-V
Motor vehicles & equipment	W
Aircraft & parts, aerospace	-X
Nuclear energy	-Y
Other manufacturing	-Z
h. Not otherwise specified	-#

9 Is the organization in which you are employed called a:

a. Library	23-1
b. Information Center	-2
c. Other (Specify) _____	-3

10 Degrees (Check highest applicable in each column)

	Subject Field	Library/ Info Science
Doctorate	24-1	25-1
Master	-2	-2
6th Year Certificate	-3	-3
Bachelor	-4	-4
Associate	-5	-5
No Degree	-6	-6
No College	-7	-7

Ignore the numbers next to the boxes—they are for data-processing purposes only.

11. Indicate the subject field in which you hold your degrees.

Biomedical sciences	☐ 26-1
Business, commerce or economics	☐ 27-1
Earth sciences	☐ 28-1
Education	☐ 29-1
Engineering	☐ 30-1
English or journalism	☐ 31-1
Fine and applied arts (art, architecture, music, speech, theatre)	☐ 32-1
Foreign languages	☐ 33-1
Law	☐ 34-1
Liberal arts	☐ 35-1
Physical sciences	☐ 36-1
Philosophy or religion	☐ 37-1
Social sciences	☐ 38-1
Other	☐ 39-1

12. Number of Employers worked for full-time since entering the Library Information field

☐☐ 40 41

13. Number of Years with Present Employer

☐☐ 42 43

14. Record the number of years and professional library experience *and* other professional experience you have had *since* receiving your Bachelor's degree.

Prof. Library Experience	Other Prof. Experience
☐☐ 44 45	☐☐ 46 47

15. Indicate your primary specific responsibility. *Check only one box.*

a. General responsibilities (in a one- or two-person library)	☐ 48-1
b. Administrative responsibility	☐ -2
c. Abstractor or indexer	☐ -3
d. Acquisitions or cataloging	☐ -4
e. Bibliographer; literature searcher	☐ -5
f. Documents or reports	☐ -6
g. Editor or writer	☐ -7
h. Information specialist	☐ -8
i. Reader service or reference	☐ -9
j. Systems specialist	☐ -A
k. Translator	☐ -B
l. Library school faculty	☐ -C
m. Self-Employed (consultant, etc.)	☐ -D
n. Other	☐ -E
o. Not employed in a library	☐ -F

16. Do you supervise other members of the library staff? Enter the number of professionals (librarians, abstractors, etc.) and the number of technicians and the number of clerks you supervise.

Professionals	Library Technicians	Clerks	Total
☐☐ 49 50	☐☐ 51 52	☐☐ 53 54	☐☐☐ 55 56 57

17. Budget range allocated to your library/information center for current fiscal year. (Include salaries and benefits, contractual services, materials/supplies. Exclude rent.)

under $25,000	☐ 58-1
$25,000—49,999	☐ -2
$50,000—74,999	☐ -3
$75,000—99,999	☐ -4
$100,000—250,000	☐ -5
$250,000—above	☐ -6

18. Check the job title that most closely matches your title.

Manager	☐ 59-1
Assistant/Section Head	☐ -2
Librarian/Information Specialist	☐ -3
Support Staff	☐ -4

19. Listed below are commonly accepted definitions for the job titles in question 18. How do your responsibilities compare with the description of your job title? *Check only one box.*

	Greater Than	Equal To	Less Than
Manager—full responsibility for budget and administration of library operation.	☐ 60-1	☐ 61-1	☐ 62-1
Assistant/Section Head—responsible for administration of a specific service area/department	☐ -2	☐ -2	☐ -2
Librarian—performs professional information services with little or no administrative responsibility	☐ -3	☐ -3	☐ -3
Support Staff—largely routine and clerical functions for the library.	☐ -4	☐ -4	☐ -4

20. Please check your SLA membership category.

Member	☐ 63-1
Member (Paid-for-life)	☐ -2
Associate Member	☐ -3
Student Member	☐ -4
Retired Member	☐ -5
Sustaining Member	☐ -6
Honorary Member	☐ -7
Non-Member	☐ -8

Ignore the numbers next to the boxes—they are for data-processing purposes only.

21 Please indicate your level of awareness of each of the following services offered by SLA. (Please circle the appropriate response.)

		Have used or participated	Familiar with but haven't used or participated	Heard of but not familiar	Never heard of
a	Annual Conference	1	2	3	4
b	Regional continuing education courses	1	2	3	4
c	Middle Management Institute	1	2	3	4
d	Winter Education Conference	1	2	3	4
e	Executive Development Academy	1	2	3	4
f	Resume Referral Service	1	2	3	4
g	Computer-assisted self-study program	1	2	3	4
h	State-of-the-Art Institute	1	2	3	4
i	Information Resources Center	1	2	3	4
j	Insurance	1	2	3	4

22 Please indicate your level of awareness of each of the following SLA programs. (Please circle the appropriate response.)

		Have used or participated	Familiar with but haven't used or participated	Heard of but not familiar	Never heard of
a	Government Relations	1	2	3	4
b	Public Relations	1	2	3	4
c	Special Program Grants	1	2	3	4
d	Scholarships	1	2	3	4
e	Awards	1	2	3	4

23 If you have contacted SLA headquarters in the last six months, was your contact satisfactory? (If you have not contacted SLA headquarters, please check box 3.)

1 ☐ Yes
2 ☐ No
3 ☐ Haven't Contacted

Please check to make sure that you have answered each question. As soon as you have completed the questionnaire, please mail in the enclosed envelope to: Special Libraries Association, Salary Survey, 1700 Eighteenth Street, N.W., Washington, DC 20009.

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$50,000-74,999	Other Non Manufact	23,000	28,200	30,000	35,900	38,400	14	30,884
	Newspaper Publicat	21,000	21,000	22,000	26,700	31,417	9	24,299
	Chemicals Allied Pd	28,440	30,000	32,603	34,000	34,260	6	32,051
	Office Comp Acct Mac	25,000	25,350	26,000	31,200	31,400	6	27,742
	Aircraft Aerospace	21,200	31,928	33,900	42,500	42,800	6	34,388
	Other Manufacturing	18,564	20,100	26,500	29,825	42,500	8	27,421
$75,000-99,999	Other Government	23,100	25,164	31,878	33,000	35,400	8	30,554
	Academic-Subj Dept	21,123	25,000	32,000	36,850	42,632	17	31,510
	Academic-Genl Campus	21,700	24,000	31,298	32,300	38,835	7	30,058
	Non-Profit Org/Inst	20,116	27,000	30,000	38,000	42,113	30	31,651
	Trans Pub Util Comm	27,800	27,936	30,672	35,200	39,800	6	32,643
	Bank Finance Realest	21,000	22,800	28,300	36,300	48,000	6	31,308
	Accounting	17,800	18,500	24,240	30,000	30,000	6	24,623
	Engineer Archit Serv	23,100	26,500	28,800	29,500	52,000	7	32,567
	Insurance	14,996	24,100	33,000	34,840	44,000	9	31,260
	Legal Services	21,000	24,500	25,440	33,000	39,900	14	28,817
	Consulting Services	26,000	28,800	32,000	40,680	48,000	8	36,060
	Other Non Manufact	21,800	25,500	28,000	33,150	36,000	7	29,300
	Newspaper Publicat	23,500	26,000	28,600	31,720	38,324	12	29,541
	Chemicals Allied Pd	27,000	28,000	30,660	31,600	48,000	7	32,337
	Pharmaceuticals	23,000	23,300	29,013	31,000	50,000	7	31,430
	Aircraft Aerospace	26,364	27,000	27,300	33,000	38,272	6	30,739
	Other Manufacturing	21,000	28,200	33,692	35,000	44,000	6	32,732
$100,000-250,000	Federal Government	23,047	29,564	33,280	37,800	50,088	54	34,308
	Other Government	19,673	22,511	30,000	34,788	41,895	33	29,846
	Public Libr-Genl	21,000	24,000	27,820	31,015	38,000	7	28,834
	Academic-Subj Dept	21,221	26,600	32,000	36,500	42,809	52	31,880
	Academic-Genl Campus	19,388	24,700	28,035	35,000	42,462	30	29,967
	Non-Profit Org/Inst	21,512	27,000	32,000	35,700	44,339	128	32,099
	Mining Agric For Fis	26,000	27,000	29,800	36,500	44,900	9	32,307

Table 27b. *Continued*

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$100,000-250,000	Trans Pub Util Comm	$24,667	$32,000	$36,000	$41,163	$49,465	26	$36,6?11
	Bank Finance Realest	20,892	28,000	32,000	38,000	52,500	24	33,5?67
	Accounting	15,650	27,200	30,000	32,000	48,440	24	30,6?87
	Hosp Medical Service	22,000	24,200	29,500	31,000	40,000	11	29,4?53
	Engineer Archit Serv	22,500	28,000	32,000	36,400	59,154	18	33,7?56
	Insurance	24,350	27,750	30,000	35,000	56,230	16	34,4?62
	Advertising Market	22,041	30,000	38,000	44,000	55,100	20	37,8?88
	Legal Services	21,583	29,225	32,500	37,100	46,417	60	33,3?22
	Consulting Services	23,667	28,000	31,000	42,000	49,500	26	34,4?92
	Other Non Manufact	19,967	26,200	34,394	37,000	48,167	29	33,3?42
	Textiles Wood Paper	24,892	26,000	36,000	39,990	43,707	7	34,6?56
	Newspaper Publicat	21,367	29,700	34,100	38,500	52,333	29	34,7?63
	Chemicals Allied Pd	22,463	29,820	34,800	38,000	43,465	35	33,9?48
	Processed Foods	29,800	33,000	35,000	35,000	36,800	6	34,1?00
	Pharmaceuticals	26,400	32,250	36,000	44,500	50,500	10	38,5?45
	Petroleum Refining	29,896	30,477	31,500	40,000	50,600	8	36,4?34
	Office Comp Acct Mac	31,000	31,497	36,073	40,000	51,780	9	37,8?57
	Electrical Equip Sup	23,847	26,800	28,500	30,607	42,160	18	29,8?56
	Aircraft Aerospace	21,500	27,500	34,000	36,000	46,342	24	32,8?85
	Other Manufacturing	23,400	27,204	32,550	35,600	46,100	24	33,0?30
	Not Otherwise Specif	20,061	25,000	29,000	45,000	55,100	17	33,6?12
Above $250,000	Federal Government	23,573	31,412	37,646	45,000	62,596	133	39,5?02
	Other Government	22,834	30,931	38,075	44,364	64,255	46	39,3?85
	Public Library-Subjt	18,100	24,060	30,000	35,247	49,407	36	31,3?98
	Public Libr-Genl	20,202	27,000	33,100	50,445	73,000	33	38,5?87
	Academic-Subj Dept	21,194	28,000	32,250	42,000	67,517	179	36,6?51
	Academic-Genl Campus	19,179	25,050	30,000	40,356	61,084	187	34,0?84
	Non-Profit Org/Inst	22,974	30,320	37,000	45,000	60,151	135	38,3?29
	Trans Pub Util Comm	25,875	33,000	38,400	42,864	63,475	40	39,8?32
	Bank Finance Realest	26,001	33,000	41,000	51,000	74,200	52	43,6?70

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Above $250,000	Accounting	$23,850	$29,300	$35,000	$43,000	$49,250	21	$36,424
	Engineer Archit Serv	20,300	32,800	36,000	41,700	48,500	10	37,007
	Insurance	23,241	30,500	32,851	44,000	60,750	20	37,467
	Advertising Market	21,800	30,000	35,500	47,500	75,000	14	41,529
	Legal Services	21,243	30,000	39,000	47,000	74,471	73	41,214
	Consulting Services	29,667	36,700	41,600	49,000	77,150	30	45,196
	Other Non Manufact	27,083	33,000	38,808	46,900	68,500	27	41,525
	Newspaper Publicat	25,794	35,000	40,000	48,800	63,069	55	41,820
	Chemicals Allied Pd	26,350	33,060	38,400	47,000	67,175	41	41,767
	Processed Foods	25,500	31,200	39,000	47,300	64,500	22	40,576
	Pharmaceuticals	26,580	34,400	42,000	50,600	63,238	56	43,718
	Petroleum Refining	26,833	33,000	43,680	55,400	69,943	27	45,817
	Office Comp Act Mac	25,675	29,800	36,000	49,000	60,600	26	39,407
	Electrical Equip Sup	27,000	31,000	36,952	44,200	47,000	8	37,741
	Motor Vech Equipment	34,400	35,580	40,000	44,000	46,075	6	40,593
	Aircraft Aerospace	25,000	33,400	39,520	45,000	52,130	23	39,120
	Other Manufacturing	25,000	34,000	40,000	48,032	54,100	10	40,090
	Not Otherwise Specif	18,500	29,112	39,600	47,700	67,790	24	40,570

**See item 8 of the questionnaire (pp. 69-72) for the complete spelling of the abbreviations used in the table.*